

-Page 77

THREEPENNE

Is this the best a great Association can do ? Here we stand at what is probably the most critical period in the history of British local government, when the service and those who operate it are faced with changes, problems, and prospects without parallel. Have we nothing to say at all about them ? Have we no ideas, no criticisms, no wishes, no fears, about the future ? Are we content to remain straws in the wind of progress, allowing it to blow us where it listeth ? Have we no opinions to voice, no advice to offer, no concern to express, about the future of the health services, of education, of housing, or of the administrative system to which our lives are devoted ? Or, leaving aside national and service issues, have we no views on the future of the Association itself ? Are members and branches so satisfied with its organisation, its achieve-

ments, and the prospect before it that they have no serious criticism or constructive suggestion to put forward? Is the Association's work in the fields of Whitleyism, of service conditions, of organisation and recruitment, of legal protection, of education, of public relations, and of ancillary activities, so perfect that no member, no branch, and no district committee can conceive of its improvement? It would be flattering to think so, but we cannot believe that, in an imperfect world, this Association alone is without flaw. Yet, judging from the Conference agenda, visitors to Brighton who seek guidance on these service and domestic problems will search in vain.

Charter Going Well

LOCAL authorities are losing no time in adopting the National Charter, as the list we publish this month demonstrates. A total of 276 by the middle of April—only 11 weeks after the Charter was approved by the National Whitley Council and a fortnight after it came into force—is impressive indeed, particularly when it is remembered that, before adoption, the Charter must run the often leisurely gamut of committee discussion and recommendation and await a meeting of the full council. Indeed, now that this process is nearing completion in many areas, the number of adoptions is increasing rapidly.

What is still more gratifying is the fact that the number of recalcitrant authorities which have resolved not to adopt the Charter is so small—at the moment only twelve out of 1530—and this notwithstanding a determined attempt by one to whip up national support for its stand. In view of the jealousy with which many councils have sought to preserve their right to treat their staffs as they please, the opposition still maintained in some quarters to collective bargaining, and the reactionary views of some councillors, none expected that the Charter would go through unchallenged. That the objectors have been so few is a tribute to the rapid education of the local authorities in Whitleyism and to the loyalty shown by the majority to the principles to which they and their associations have subscribed. This, of course, is cold comfort to the staffs of those which have refused. But they can be assured that NALGO is not idle and that, should gentle persuasion fail, the Association has stronger measures in reserve.

No Variations!

There is, however, one disturbing feature—the fact that a few branches of NALGO are proposing, or agreeing to, variations from the Charter. Whether the variations are favourable or unfavourable to the officers concerned, this is a practice which, if persisted in, would be fatal to the Charter and to Whitleyism alike.

NALGO has fought for years to secure national scales and conditions of service. It has now secured them through the National Whitley Council, whose objects include "consideration of . . . measures . . . for endeavouring to secure the loyal observance . . . of collective agreements." The Association rightly expects local authorities to observe agreements reached by the Council: and both the Council and local authorities are equally entitled to expect NALGO branches to do the same.

Moreover, deviations from the Charter will cut both ways. If branches agree to a departure from it which will benefit their members, they cannot afterwards plead that a departure in the opposite direction should not be made.

What is even more dangerous, to agree to deviations now will simply clear the way to a return to the former position, which we fought for so long to remedy, of a chaos of varying rates, conditions, and standards. The results of collective bargaining cannot please everybody, since the essence of such bargaining is compromise. But what is the alternative?

Simply that individualism and local autonomy which led to the anomalies and injustices of which local government officers complained so bitterly in the past. Branches which depart from the Charter to gain or retain a small and probably temporary advantage are acting against their own interests. They are weakening NALGO by their disunity, they are weakening the National Whitley Council by their disloyalty, and they are destroying the foundations of that structure of negotiation so painstakingly built up.

Sectional Scales

THE advice given by the National Council to local authorities to ignore *ex parte* salary scales submitted to them by sectional and professional societies, to which we referred last month, has caused some misunderstanding. Under its constitution, the Council may deal only with salaries up to £700 per annum. The advice, therefore, can relate only to salary scales for officers graded up to £700 and who should now be graded within the national scales.

It was given because the Council, and no doubt local authorities, were embarrassed by the action of a few sectional societies which issued schemes of grading, based upon the national scales, which had not been considered and agreed by employer and employee.

Gratings, by agreement, are to be decided in the first instance by the local authority, but any dissatisfied officer has a right of appeal to the appropriate provincial council. The staff side of the National Council was a party to the decision to circulate the advice. It was considered that if one or two sectional societies issued *ex parte* statements on grading, then inevitably all sectional societies would feel impelled to do so; and that the result of local authorities receiving up to fifty different schemes of grading would be confusion. The representatives of the local authorities insisted that the whole plan of national collective bargaining would break down unless officers as a whole were prepared to co-operate in a method of one-way traffic based upon prior consultation and agreement.

Don't Rush the Fences

The machinery exists for the fullest consideration and for co-ordinated effort to secure fair treatment all round, if sectional societies will co-operate and exercise reasonable restraint. Nothing but harm will result from attempts to rush the fences. The machinery is the Joint Consultative Committee, which includes, in addition to NALGO, representatives of professional and sectional societies. Arrangements have been made for the societies to meet in appropriate groups to consider in detail the application of the scales with a view to the National Council making suitable recommendations.

The National Council is aware that the staffs side is consulting the professional bodies and will submit proposals for the grading of comparable technical and professional posts. It has agreed to consider those proposals as soon as possible, and has, in fact, already made interim recommendations for the grading of sanitary inspectors. It has intimated that local authorities should proceed themselves with the grading of comparable technical and professional posts in the meantime. Any necessary adjustment will be made later in the light of pronouncements by the Council.

The consultations with the professional societies are taking place now, but the position is complex and will not be settled satisfactorily if it is dealt with hurriedly.

Care For the Aged.

IT is now generally appreciated that, with a rapidly ageing population—between 1931 and 1961 the number of men and women of pensionable age is likely to increase from 4½ to 8 millions, or from one in ten to one in six of the total population—there is in-

creasing call for measures to meet the needs of old people. Impending legislation will provide better pensions, suitable housing, and proper medical and nursing services, but local authorities and voluntary groups alike will still have many opportunities of supplementing these benefits by personal and social services. Some of the things they might do were demonstrated at an exhibition held at London County Hall recently, in co-operation with Housing Centre, and are further elaborated in "Old People and Welfare," a handbook just published by the National Old People's Welfare Committee of the National Council of Social Service at 1s. 6d.

Among the principal objectives of the committee are the organisation of friendly visits to old people in their homes; of domestic help for those who cannot cope with all the demands of home life but who prefer to avoid institutional life; of catering, whether in the home or in communal establishments like British Restaurants where special facilities are desirable for those below the general level of health and strength; of club life to provide social amenities; of the provision of the type of housing (either in new schemes or by way of conversions) particularly adapted to the requirements of the old; and, finally, the establishment of residential homes for those who cannot, or prefer not to, maintain an independent life. An important and growing branch of social service has been effectively brought to public notice by this publication and by the exhibition, and it is good to know that the latter, in both its original form and in poster version, is now touring the country.

A New Information Service

OF the many wartime activities of the National Council of Social Service, it is probably true to say that none has been of greater value than the "Citizens' Advice Notes," issued at regular intervals and frequently tabulated, classified, and indexed. To the local government officer they have proved a lifeboat and compass combined, by whose aid he might keep afloat and navigate a steady course amid the ever-rising torrent of circular orders and regulations with which a benevolent government sought to overwhelm him.

Now, the London Council of Social Service has provided a supplementary information service—or more correctly, has expanded an existing service—which should prove equally valuable. This consists of a series of circulars published at intervals of about three weeks summarising new Government regulations and Acts of Parliament, containing notes on new and existing social services, both statutory and voluntary, commenting on new trends in public opinion and social policy, and listing new books relevant to social welfare.

Some of the material will eventually appear in "Citizens' Advice Notes," but, since the circulars are issued at frequent intervals, they can provide the information more speedily and they can also deal with relatively ephemeral matters which would not normally find a place in the Notes. In addition, they deal at length with many subjects—particularly those affecting the Greater London area—which are outside the scope of the Notes, and to the London officer they should prove invaluable. The cost is £1 1s. a year (which also gives subscribers the right to seek additional advice and information from the Council's information and research department). Readers interested can get full information from the London Council of Social Service, 7, Bayley Street, London W.C.1 (Museum 4864).

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

Health Bill Challenge to Local Government 75

Bigger Staffs Will Need to Show That Service Can Be Human as Well as Efficient

By NORMAN WILSON, M.A., D.P.A., Lecturer in Public Administration, Liverpool University.

MEMBERS of public health staffs will welcome the Government's proposals for a national health service, although some will feel understandable concern about their own positions when the scheme comes into operation. It has been said that the mind of the administrator instinctively turns towards centralisation, with its consequent uniformity of practice and procedure. Be this as it may, few are likely to oppose a reform which seeks to ensure common standards in place of justifiable variations and which effects that measure of co-operation and co-ordination which is as of great importance in public health as in any other public service.

Local authorities will shed certain responsibilities and acquire new ones. All their hospitals (including mental hospitals and mental deficiency institutions) are to be transferred to the Minister of Health, together with all forms of specialised treatment, such as that for cancer and orthopaedic defects. The administration of hospital and specialist services is to be given to regional and local bodies, on which, presumably (although this is not stipulated in the Bill) county and county borough councils will have representation. The loss of their hospitals, on many of which much money has been spent and in which commendable development and expansion has taken place, will no doubt cause local authorities a good deal of heart-burning.

The Balance of Powers

Against this loss must be set the fact that in other directions the powers of local authorities will be materially increased, although in conformity with what now appears to be established practice, the additional powers will be given only to county and county borough councils (to be known as local health authorities). Those non-county borough and district councils which now undertake maternity and child welfare functions will lose the right to do so; but the welfare of children under five and not attending school will be delegated to the divisional executives created under the Education Act 1944, a course which will facilitate co-ordination with the school health services. As a result of this change some officers may find themselves redundant and if they cannot be re-employed in some other capacity will be entitled to compensation.

The practice of giving new powers exclusively to the "major" local authorities has not always worked satisfactorily, mainly because of the wide variations among them in population and financial resources (among county boroughs, for example, population ranges from over a million to 24,000, and the product of a penny rate from £48,000 to £830), which have led to lamentable variations in the standards of their services. Fortunately, disparities in population will not affect the standards of the public health powers to be concentrated in the hands of these authorities, since, unlike institutional and specialised treatment, these services do not require a certain minimum population for their efficient and economical use. A small county borough will, for example, need fewer ante-natal clinics than a large one, but it will have sufficient expectant mothers among its inhabitants to make the cost of clinic facilities economically inacceptable.

Difference in financial resources, on the other hand, would tend to perpetuate uneven

provision of services, but for the fact that the National Health Service Bill proposes to overcome them by paying Exchequer grants weighted in favour of the poorer authorities. The State will pay half the total cost of the services—but the amounts of grant to be paid to individual local authorities will range between a maximum of 75 per cent and a minimum of 37½ per cent. The net cost of these services to local health authorities generally will be £6,000,000 in the early years of the scheme, as against £4,600,000 on their services (excluding hospitals of all kinds) in operation in 1938-1939.

Equal Medical Care for All

In addition, since local authorities will not incur further expenditure on such services as the treatment of venereal diseases and tuberculosis, and will receive specific grants for maternity and child welfare work, they will contribute to the Exchequer a sum (about £3,800,000) equal to the grants for these services discontinued by the Local Government Act 1929 until the General Exchequer Contribution is recalculated. Expenditure in these two directions will thus be about £10,000,000 during the next few years; but against this must be set the great saving which will result from the transfer of hospitals to the State, the net cost of which in 1938-1939 was over £25,000,000. The effect of these financial changes should, therefore, go a long way to enable local authorities to meet the essential requirement of a satisfactory provision of medical care—that it should be on the same scale and at the same standard throughout the country.

But small population and lack of money have not, in the past, been the only obstacles to this uniform provision. Some local authorities have been indifferent to the need for proper services, and their attitude has been encouraged by the permissive nature of some health legislation and has withstood the power given to the Minister by the Local Government Act, 1929, to reduce or withhold grant where services are not efficient or progressive. The Bill proposes to meet this difficulty by requiring, instead of as now merely empowering, local health authorities to provide for the welfare of mothers and young children; for health visiting (over a wider field); for home nursing; and for ambulance services both inside and outside their areas. Although it is true that passive resistance can enable a plain duty to be avoided or only partially undertaken, mandatory legislation does arm the Minister with greater powers to take action against recalcitrants. The change to the imperative mood should play its part in securing uniformity of services.

"Centres" to Foster Team Spirit

An extremely important new duty placed upon county and county borough councils is the provision, equipment, and maintenance of health centres. These will not only accommodate maternity and child welfare and school clinics, and be used for purposes of health education. They will be premises at which general practitioners taking part in the public medical service may, if they wish, see and examine their patients instead of in their own surgeries. One may hope that, ultimately, consultations will be held exclusively in health centres and that doctors will work in teams

rather than in isolation. While all arrangements for general practitioners will be in the hands of local Executive Councils, to which the local health authorities will appoint a third of the members, the authorities will themselves be required to provide clerical, nursing, and other staff for the general medical service as well as for those services for which they are themselves responsible.

It appears certain, therefore, that despite the loss of their hospitals, major local authorities will require larger administrative, clerical, and health visiting staffs, since far more people now will come within the scope of those parts of the national service which they will undertake. The new power (which the Minister may convert into a duty) to arrange for the care and after-care of sick persons, for instance, will necessitate a considerable amount of record-keeping, especially since a charge may be made in appropriate cases. The administrative arrangements in connection with the general practitioner service operating in health centres will involve still more work and new tasks.

The association between the general practitioner and the local authority, both on the Executive Councils and through the medium of the health centres, should bring about a much-needed greater degree of co-operation between these important agencies in the field of medical care. The general practitioner, to a large extent, has hitherto known relatively little of the facilities provided by the public service—to his own disadvantage and to the greater disadvantage of his patient. Both sides will in future be in much closer relationship.

Executives to Divide Duties

The Executive Councils will provide the means of demarcating the functions for which the family doctor and the local authority will respectively be responsible. It may be felt desirable, for example, that, although an expectant mother will be free to choose her own doctor, she should, as a general rule, be advised by the general practitioner to attend an antenatal clinic. Arrangements, again, will have to be made to determine the circumstances under which a health visitor shall call at the home of a sick person who is receiving medical attention from his family doctor. Many such matters, some involving definite policy, others arising in the day-to-day administration of the new service, will engage the attention of the Executive Councils and should assist greatly in securing integration in place of the division which has hitherto existed. The contact in the health centres between the general practitioners and the medical and other staff working in clinics will be an equally important factor in achieving this end.

Staffs of public health departments will thus in many ways be more closely associated than they have been in the past with the provision of medical care and in respect of a much larger proportion of the population. The responsibility will be upon them to show that official administration can also be human administration, and that the personal relationships which are said (not always altogether justifiably) to exist in the private and voluntary practice of medicine can and will be preserved in a public service.

76 Scheme Too Complicated—But There is Still Time to Improve It

By H. H. MACWILLIAM, M.B., Ch.B., D.P.H., Medical Superintendent, Walton Hospital, Liverpool.

THE Government's scheme for a national health service seems to be the resultant of a number of forces pulling in different directions. It must be very different from the plan recommended to the Minister by his Socialist advisers and it is evident that there has been considerable yielding to pressure.

If the Minister has thus succeeded in buying off opposition and in obtaining the goodwill of those who will have to work the scheme at its inception, the price paid may not have been too high, but one wonders if, for once, the English genius for compromise has not gone too far and has introduced complications which will render the service difficult to administer efficiently.

Probably the Bill is best regarded as a first draft, to be modified in the light of experience. The Minister asks for wide powers to make regulations, and he will be able to use these powers to make alterations and adjustments according to need.

Ten Major Principles

Before going into the details of the scheme, it might be useful to outline some general principles of medical administration:

1. We shall soon have a falling population in this country, and if we are to make a good showing in the world, shall have to raise the quality of the whole population. Hitherto, the voluntary hospital and private practice consultant system has been highly selective, providing the best conditions for a chosen section of the people, but showing little concern for the remainder, while the tendency of the municipal services has been to spread inadequate resources over too large a number, so that although all had bread there was little cake. The new service must provide cake for all.
2. The organisation must be for whole individuals in their complete social environment.
3. Doctors must be given conditions which will allow their full development and favour the growth of their best qualities and the exercise of the basic ethical principle of medicine that when a patient entrusts himself to the care of a doctor, that doctor is in honour bound to do his utmost to look after the patient's welfare at all times.
4. Doctor and patient should be congenial to each other. Thus, every patient must be free to change his doctor and have as wide a choice as possible: and doctors must not be forced to accept as patients people with whom they cannot be on good terms, and the doctor-patient relationship should be free from financial or administrative complications.
5. Since medical administrators are liable to lose the medical touch if they are cut off from clinical work they should be given the opportunity to make contact, as doctors, with people in the service.
6. Doctors must not be arranged in pyramids with each level giving orders to those in the level below but must, as far as possible, be arranged in parallel, so that all may have opportunities for full development.
7. Personal contacts between the doctors in the service must be frequent.
8. The parts of the organisation must be of suitable size and appropriate to the level at which they function.
9. There must be wide decentralisation. Power and responsibility must be placed together and close to the point of activity, not remote and anonymous. The result of any action should be visible to the person who decided on that particular action.
10. As far as possible, those working in the service should enjoy their activities and should feel free.

An ideal simple system which could be

established were there no opposition to be placated might be as follows:

At national level.—The Ministry of Health, responsible for all civilian health services, supervising, inspecting, exhorting, commending, censuring, but delegating a great deal of power and responsibility to local bodies.

At regional level.—A regional authority elected either as an all-purposes or an *ad hoc* health authority to plan, direct, and supervise the whole of the health services of an area connected by economic social and cultural bonds and containing a population of, perhaps, two million people.

At district level.—A health unit based on a large general hospital and catering for a population of about 100,000. The hospital would be staffed by consultants and specialists who would also be available for the health centres and the people's homes, and it would be the meeting place for all the doctors in the district, the place where medical knowledge was pooled and exchanged.

In the neighbourhoods, with a population of 15,000–25,000, a health centre staffed by general practitioners who would work together without economic competition, each looking after the health of a number of families and just as much concerned to promote good health and prevent disease in their people as to treat them when they were ill. These general practitioners would be closely associated with the district hospitals and would have at their back all the consultants of the hospital and its diagnostic and therapeutic facilities.

Let us now consider the Government's scheme.

At the national level, it has met with little serious criticism.

At lower levels, the scheme has the defect of dividing the medical profession into three or four main groups, between which it will be difficult for the doctors to co-operate freely.

The hospital and consultant service will be organised at the regional level, and this is as it should be. While it is implied in the Bill that the Regional Hospital Board will plan for the region, the range of its functions is made uncertain by the fact that teaching hospitals—to be designated by the Minister—will come under Boards of Governors. Since most hospitals, municipal as well as voluntary, in the large cities have been doing some teaching, the free exercise of his powers by the Minister might leave the Regional Hospital Boards with only the smaller and inferior hospitals.

G.P.s Cut Off From Hospitals

The Regional Hospital Boards and the Boards of Governors of the teaching hospitals will have few links with the general practitioners. Unfortunately, the Bill does little to bring general practitioners into closer contact with hospitals, although this has long been recognised as one of the great needs of our health services.

The Regional Hospital Board will form a scheme for hospital management committees for individual hospitals or for groups of hospitals. The constitution of these committees seems to be satisfactory because, although the members are to be appointed as the Board thinks fit, the membership must include persons appointed after consultation with appropriate groups, including the senior medical staff of the hospital. It is to be hoped that each of these committees will be given a high degree of autonomy in managing the affairs of the hospital. This is the level at which local patriotism and local interest should be encouraged and stimulated.

The local authorities will look after the

environmental services and such non-hospital personal services as are now in their charge, together with certain additions. For these services they will require considerable medical staffs, presumably engaged on a salaried whole-time basis.

The general practitioners will be engaged by executive councils operating in the area of each county and county borough council, but sometimes covering the area of two or more local authorities.

Of the several criticisms brought against the scheme, the strongest is that it is complicated and confused, breaking up the medical profession into separate sections and dividing families into various age and other groups, each to be dealt with differently. For example, the pregnant woman will go to the doctor of her choice for general health care. But this doctor will not advise her on her pregnancy. For that, if she intends to have her baby at home, she will obtain advice from a local authority ante-natal clinic and will be attended during her confinement by a local authority midwife who, in case of difficulty will call in a suitably qualified doctor; whereas if she decides to be confined in a hospital, she will attend one of the clinics of the Regional Hospital Board—whose specialists and obstetricians will also supply the domiciliary service. The unfortunate local authority must somehow link these services together.

Similarly, children under five will be cared for by the local authority and children over five by the school medical service—while treatment in the child's home will be given by the general practitioner service.

Co-ordination Difficult

To co-ordinate this complicated machine, the Minister is to rely on the interchange of information between the different authorities, on personal contacts between the doctors concerned, on co-ordinating committees of medical and other officers, and on the use, where feasible, of common employment by different authorities of the same part-time medical and other staff: but it is doubtful whether these devices will be able to overcome the lack of simplicity in the primary structure of the scheme.

What improvements can be suggested? Clearly, the most efficient way to establish an integrated service would be to do as the Council of the B.M.A. suggests and make the Regional Authority responsible for all treatment, as distinct from environmental services, so that the consultant and hospital staffs and the staffs of clinics, such as those now conducted by the local authorities, would all be employed by the same body.

Short of such a radical change in the Bill, some improvement might be made by giving the regional hospital boards rather wider powers. Many of the hospitals which will be taken over are too small as separate units and are not really fit to be hospitals in an integrated scheme, but they would make excellent health centres.

The function of the regional hospital boards and of the boards of governors of the teaching hospitals should be more clearly defined. It should be the duty of the regional hospitals board to plan for the region and the duty of the Boards of Governors to administer their hospital in accordance with this plan and to carry on their ordinary duty of training doctors.

As soon as possible, efforts should be made to increase the number of doctors. At present there are not nearly enough to carry out a complete service—and this applies with particular force to consultants and specialists.

Amendments to the Conference Agenda

77

WITH the receipt of amendments to the notices of motion published in last month's annual, the agenda for NALGO's annual conference, to be held at The Dome, Brighton, Tuesday, Wednesday, and Thursday, June 11, 12, and 13, is now complete.

The amendments are published below, together with the notices of motion to which they refer. Notices of motion to which no amendment has been received have not been reprinted. The agenda, however, is still subject to co-ordination and consolidation by the agenda committee. Notices of the final agenda will be sent to delegates later than May 27.

Standing Orders for Conferences.

Notice of Motion by the National Executive Council. That the Standing Orders for Conferences be amended by the insertion of the following new Standing Order No. 12(a):

"The mover of a motion or an amendment shall be allowed to speak for more than ten minutes. Each succeeding speaker shall not be allowed to speak for more than five minutes, provided the prescribed time limit may be exceeded with the consent of Conference."

Amendment by the East Ham branch.

"After the words 'five minutes' in line 1 delete the remaining words and substitute 'provided that the mover of a motion shall be allowed a period of ten minutes to make his reply the termination of the debate on that motion that the prescribed time limits may be exceeded only with the consent of Conference.'"

Amendment by the Essex county branch.

"After the word 'Conference,' add 'and that amended standing order be operative for the remainder of this Conference.'"

Rebates to District Committees.

Notice of Motion by the National Executive Council. That as from 1st November, 1945, rebates to District Committees be on the following basis: Metropolitan, North Western and North Wales—four per cent;

Yorkshire—four and a half per cent; and other Districts—balance of rebates payable to District Committees on the basis of a five per cent rebate for each District to be divided among these nine Districts in proportion to the gross subscriptions collected in the District.

Amendment by the Yorkshire District committee.

"That the proposals contained in the motion be referred to district committees for consideration."

Security of Tenure.

Notice of Motion by the Solihull Branch.

"That this Conference instructs the National Executive Council to promote legislation to ensure security of tenure for local government officers."

Amendment by the Erith branch.

"Delete the word 'promote,' and substitute 'investigate the necessity for promoting.'"

Amendment by the Glasgow branch.

"That the question of security of tenure for local government officers be referred to the National Executive Council in order that steps shall be taken means of amendment to existing or contemplated legislation to secure the attainment of this objective."

Amendment by the Torquay branch.

"Delete all words after 'Conference' and substitute 'of opinion that security of tenure for local government officers is satisfactorily provided for the terms of paragraph 15 of the Scheme of Conditions of Service, as agreed by the National Council in January, 1946.'"

Five-day Working Week.

Notice of Motion by the Richmond (Surrey) Branch. That the members of the staff side of the National Whitley Council be instructed to press the institution of a five-day working week in local government service.

Amendment by the South Eastern district committee.

"That the National Executive Council be asked to consider and take appropriate action with a view arrangements being made under which off-duty orders are allowed to individual officers, usually week-ends, without alteration of the average length of the working week."

Amendment by the Andover branch.

"That the institution of a five-day working week in the local government service would not appear

to be in the best interests of the public under present conditions, but that efforts should be pressed forward to obtain as part of the recognised conditions of service a minimum of one Saturday off in each month for every local government officer."

20. Medical Examination on Appointment to New Posts.

Notice of Motion by the Westmorland Branch.

"That this Conference is of opinion that considerable unnecessary restraint in promotion and advancement is caused to a certain class of officers who, although fit and able to carry out their duties, are, owing to past medical history, unable to

IMPORTANT DATES

May 20—Results of district elections of the N.E.C. to reach Headquarters.

May 27—Final Conference agenda and other material to be sent to representatives. Last date for notification of division of voting strength.

obtain new appointments because of the necessity for a further medical examination and accordingly recommends that the National Executive Council take steps, through the National Whitley Council machinery, to bring about a change in service conditions to provide that an officer, once accepted as a contributor within the superannuation scheme of a local authority and having no break of service, shall not, on appointment to a new office, either under his own or any other local authority, be subject to a further medical examination."

Amendment by the Salford branch.

"That the National Executive Council be instructed to take steps through the National Whitley Council to secure that an officer, having been accepted as a contributor within the superannuation scheme of a local authority whether after medical examination or otherwise, and having no break of service on appointment to a new post, either under his own or any other local authority, shall not be subject to a medical examination."

21. National Scheme of Salaries and Service Conditions.

Notice of Motion by the North Devon Branch.

"That the National Executive Council be instructed to formulate machinery for the guidance of local authorities in the grading of officers with particular reference to the Administrative, Professional and Technical Division."

Amendment by the South Eastern district committee.

"Substitute the word 'offices' for the word 'officers' in line 3."

Amendment by the Barking branch.

"Delete the words 'to formulate machinery for the guidance of,' and substitute 'to request the National Joint Council to issue guidance as soon as possible to.'"

Amendment by the North Riding branch.

"Insert the word 'immediately' after the word 'machinery' in line 2."

Amendment by the West Ham branch.

"Delete the words 'with particular reference to the Administrative, Professional and Technical Division.'"

22. Notice of Motion by the Hertfordshire Branch.

"That this Conference views with concern the omission of a general 'no detriment clause,' in the new National Charter, and desires the National Executive Council to take every possible action to secure the application of a 'no detriment clause' to the Charter as a whole retrospective from the 1st April, 1946."

Amendment by the Surrey county branch.

"Delete all words after 'National Charter' in line 3."

Amendment by the Torquay branch.

"Add after '1st April, 1946,' 'particularly as regards officers over 40 years of age who are not in possession of qualifications which may be prescribed by decisions of the National Council.'"

Amendment by the Walthamstow branch.

"Add after '1st April, 1946,' 'and that such clause provide for no examination bar to promotion out of the General Division for officers aged 26

and over who were in the local government service at 31st March, 1946.'"

23. Notice of Motion by the Southwark Branch.

"That this Conference regards the weighting for London in the National Scales as totally inadequate; and instructs the National Executive Council to take immediate steps to ensure that the amount be increased to a figure commensurate with the actual increased cost of living in the Metropolis."

Amendment by the Coulsdon and Purley branch.

"Delete the word 'Metropolis' in the last line, and substitute 'Metropolitan Police Area.'"

Amendment by the Hammersmith branch.

"Delete all words after 'actual' in the last line but one, and insert 'cost of living and that such increased weighting should be the same for all officers within the Metropolis.'"

Amendment by the Hertfordshire county branch.

"That every effort should be made to obtain the deletion of the word 'wholly,' from the paragraph on page 34 of the Annual Report dealing with the Metropolitan Police District weighting."

Amendment by the Walthamstow branch.

"After the word 'Metropolis' add 'and at least comparable to those figures applicable to the teaching profession.'"

24. Cost of Living.

Notice of Motion by the Hull and District Branch. That this Conference

(a) deprecates the decision of the National Joint Council that the question of a revision of the cost of living bonus should not be raised within a period of twelve months following the agreement on salaries and service conditions;

(b) is of the opinion that the Association's representatives on the National Joint Council should not have agreed to such arrangement without first obtaining the approval of the National Executive Council; and

(c) instructs the National Executive Council to take all necessary steps at the earliest possible opportunity to ensure an upward revision of the cost of living bonus comparable with that received by other employees."

Amendment by the Southern district committee.

"Delete all words between 'Conference' in line 1 and 'instructs' in line 13."

Amendment by the East Ham branch.

"After the word 'conditions' in line 7 delete (b) is of the opinion that the Association's representatives on the National Joint Council should not have agreed to such arrangement without first obtaining the approval of the National Executive Council."

"Delete (c) in line 13, and substitute (b)."

"Delete the words 'comparable with that received by other employees' in the last two lines."

25. Notice of Motion by the Southwark Branch.

"That this Conference is deeply concerned that, as a condition of granting a National Scale of Salaries, the employers' side of the National Joint Council insisted upon the question of an increase in the cost of living bonus being deferred for a period of at least twelve months, despite the fact that increases had already been effected or accepted in principle in comparable professions, i.e. civil service and public utility undertakings, and instructs the National Executive Council:

(a) to take steps, as soon as possible to bring about an increase in the cost of living bonus; and

(b) to examine what steps can be taken to increase the bargaining power of the Association."

Amendment by the Sheffield branch.

"Delete paragraph (a) and substitute: (a) to take immediate steps on the expiration of the 12 months moratorium, viz. 1st April, 1947, to bring about an increase in the cost-of-living bonus in line with the recommendations of the Joint Industrial Council for Local Authorities Non-Trading Services, irrespective of a rise in the cost of living since the 5th January, 1946.'"

27. Transfer of Functions to Central Authority.

Notice of Motion by the Hertfordshire Branch. That this Conference views with concern the

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continual grasping by government departments of functions which are of a local character and which in the national interest can and should be carried out by local democratically elected authorities subject to and within the framework of any national policy which Parliament may lay down, and desires the National Executive Council to consider the problem and to take every possible action to secure the continuance and expansion of the traditional effective democratic local government.

Amendment by the Stepney branch.

That this Conference considers that functions which are of a local character and which in the national interest can and should be carried out by local democratically elected authorities subject to and within the framework of any national policy which Parliament may lay down, should continue to be so administered, and desires the National Executive Council to consider the problem and to take every possible action to secure the continuance and expansion of the traditional effective democratic local government.

Amendment by the West Cornwall branch.

After the word "departments" in line 2, add "and the granting to county councils."

32. Pensions for Widows of Local Government Officers.

Notice of Motion by the North Devon Branch. That the National Executive Council be directed to examine the possibility of formulating a scheme by which a pension can be assured to the widow of a local government officer.

Amendment by the South Wales and Monmouthshire district committee and the Glamorgan county branch.

Insert the words "or widower" in line 4 between "widow" and "of."

Amendment by the Coudsford and Purley branch.

Add after the word "officer," "irrespective of the date of his death or retirement."

Amendment by the Darlington branch.

After the words "by which" in line 3, insert "the National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services can recommend to local authorities that non-contributing service ranks for pension on the basis of 60ths and".

37. Committee of Inquiry on London Local Government.

Notice of Motion by the Metropolitan District Committee.

That the memorandum on London Local Government as approved by the Metropolitan District Committee be submitted to the Committee of Inquiry on London Local Government, in the name of the Association.

Amendment by the Holborn branch.

That the memorandum recommending as it does, in the opinion of the Holborn branch, an impracticable solution to London's problems, be referred back to the Metropolitan district committee for further consideration.

38. Guest Houses for Retired Members.

Notice of Motion by the Metropolitan District Committee.

That this Conference urges the National Executive Council to give consideration to the provision of self-supporting guest-houses in which retired members of the service could make their homes, such facilities to be in addition to any provision of a similar character which may be made through the Benevolent and Orphan Fund.

Amendment by the Devon county branch.

Insert after the word "service" in line 4, "including wives, husbands, widows and widowers of such members."

39. Rule 2—Definitions.

Notice of Motion by the National Executive Council.

That the definition of "Local Government Officer" in Rule 2 be deleted and the following substituted therefor:

"Local Government Officer" means any officer full time or part time paid directly or indirectly by a local authority or employed under any public or local Act of Parliament or other provision having reference to local government in Great Britain, the Isle of Man, or Northern Ireland, any whole-time officer paid directly by a Board or other authority

to which any of the functions of a local authority have been transferred by any public or local Act of Parliament, or by any persons authorised by an enactment or statutory order to construct, work or carry on any dock, harbour, tramway, gas, electricity, water or other public undertaking, and shall include a pupil articled to a local government officer. For the purposes of this definition "officer" means an employee

ANNUAL MEETINGS OF ANCILLARIES

Notice is hereby given that the annual general meetings of the NALGO Provident Society, the NALGO Building Society, the National and Local Government Officers' Mutual Insurance Association Limited (Logomia), and the NALGO Approved Society will be held at the Pavilion Theatre, New Road, Brighton, on Friday, June 14, 1946. Times and agenda for the meetings are:

9.30 a.m. NALGO PROVIDENT SOCIETY (Reg. No. 1580—London)

1. To confirm the Minutes of the Annual General Meeting held on June 15, 1945.
2. Election of Committee of Management.
3. Financial Statement and Balance Sheet.
4. Annual Report.
5. Appointment of Auditors.
6. Alteration of Rules Nos. 8(2), 9(1), 10(1) (b), 11(2) and (4), 14, 14a, 15(5), 34(3) and new rule 34b.
7. Notices of Motion re sick pay; date of termination of membership; and statistics for inclusion in Annual Report.
8. Any other business.

11.0 a.m. NALGO BUILDING SOCIETY (No. 804 B—London)

1. To confirm the Minutes of the Annual General Meeting held on June 15, 1945.
2. Correspondence.
3. Election of Committee of Management.
4. Appointment of Auditors.
5. Financial Statement and Balance Sheet.
6. Annual Report of Committee of Management.
7. Notices of Motion.
8. Any other business.

2.30 p.m. NATIONAL AND LOCAL GOVERNMENT OFFICERS' MUTUAL INSURANCE ASSOCIATION LIMITED (LOGOMIA) (No. 2898 R—London)

1. To confirm the Minutes of the Annual General Meeting held on June 15, 1945.
 2. Report of the Board of Management.
 3. Accounts and Balance Sheet.
 4. Alteration of Rules Nos. 40, 46, 62, 64, 68 and new rule 10a.
 5. Election of two members of the Board of Management. (The retiring members of the Board are Messrs. W. A. Shee and W. H. Whinnerah, who being eligible, offer themselves for re-election.)
 6. Election of Auditor.
 7. Notice of Motion re statistics for inclusion in Annual Report.
 8. Any other business.
- Notices of Motion for the Logomia meeting can be accepted up to May 16, and the above agenda may, therefore, be incomplete.

4.0 p.m. NALGO APPROVED SOCIETY (No. 312)

1. To confirm the Minutes of the Annual General Meeting held in Blackpool on June 15, 1945.
2. Ministry of Health Auditors' Financial Statement, 1944.
3. Annual Report of Committee of Management.
4. Election of Secretary and Deputy Secretary.—Notice of Motion by Committee of Management: That Mr. J. H. Warren be elected Secretary and Mr. Haden Corser be elected Deputy Secretary of the Society in accordance with Special Rule E.
5. Election of President.
6. Election of Vice-President.
7. Election of Committee of Management.
8. Notice of Motion re statistics for inclusion in Annual Report.
9. Any other business.

as to whom either of the following conditions is satisfied, that is to say:—

(a) that his duties are wholly or mainly administrative, professional, technical or clerical; or

(b) that his remuneration is at a rate greater than £250 per annum and that he is not employed by way of manual labour."

Note.—The motion seeks to add to the existing rule the words printed in italics.

Amendment by the Glamorgan county branch.

Substitute the word "employee" for "officer" throughout the motion.

Delete all words after "officer" in line 19, beginning, "For the purposes..."

40. Notice of Motion by the National Executive Council.

That section (d) of the definition of "member" in Rule 2 be deleted and the following substituted therefor:

"(d) an employee of any persons authorised by an enactment or statutory order to construct, work or carry on any dock, harbour, tramway, gas, electricity, water, or other public undertaking, whose duties are wholly or mainly administrative, professional, technical or clerical, or whose remuneration is at a rate greater than £250 per annum and who is not employed by way of manual labour;"

Note.—Section (d) of the definition of member Rule 2 reads:

"an employee of statutory undertakers whose duties are wholly or mainly administrative, professional, technical or clerical, or whose remuneration is at a rate greater than £250 per annum and who is employed by way of manual labour, and who has been admitted to participate in the benefits of the superannuation fund of a local authority in pursuance of the provisions of either section 5(3) (b) of the Local Government and other Officers' Superannuation Act, 1922, or Section 3(1) of the Local Government Superannuation Act, 1937."

Amendment by the Glamorgan county branch.

Delete all words after "public undertaking" in lines 7 and 8.

44. Membership of Temporary Officers.

Notice of Motion by the North-Western and North Wales District Committee.

That, having in mind the introduction of national scales of salary and conditions of service which, *inter alia*, provide for establishment of a grading thereby envisaging a full-time permanent local government service, this Conference decides that as from 1st July, 1946, no temporary local government officer shall be eligible for membership of the Association, and directs that the rules be amended accordingly, provided that nothing herein contained shall at any time have effect in any way the validity of the membership of those temporary officers who are already members of the Association.

Amendment by the Andover branch.

That in consideration of the valuable contribution made and still being made to the local government service by temporary officers and bearing in mind that during the war they were widely canvassed and encouraged to join NALGO, thereby obtaining these officers' financial support both to the General Fund and to the Benevolent Fund, not only should they still be welcomed as members of the Association but also some corresponding benefits should be obtained for them in the form of salary scales comparable with those for permanent officers having regard at the same time to their insecurity of tenure and that these scales should operate from the 1st April, 1946, or earlier.

Amendment by the Sheffield branch.

Delete "1st July, 1946," in line 6, and substitute "1st November, 1946."

46. Rule 54—Branches.

Notice of Motion by the National Executive Council.

That Rule 54 be deleted and the following new Rule substituted therefor:

Any number of local government officers in the service of a local authority or board or other authority mentioned in the definition of "Local Government Officer" in Rule 2 may form a branch (hereinafter referred to as a "employer branch"). A local government officer may be a member through the employer branch or through the branch for the particular area in which he performs or mainly performs his duties (hereinafter referred to as the "local branch"). Provided that, where the officer is a member through the local branch, negotiations with the employing authority shall be conducted by or with the approval of the employer branch, and an application for legal assistance made by the officer shall for the purposes of Rule 78 be subject to the recommendation of the employer branch. Where there is disagreement between the employer branch and the local branch, or the employer branch fails to take action, the district committee or a sub-committee of the district committee appointed for the purpose shall be empowered to determine what action shall be taken."

That Rule 78 be amended by the addition of the words in italics:

A claim for legal assistance and support

(Continued at foot of next page)

Commons Compensation Fight for Menaced Public Assistance Staffs

79

ESPIRE the most strenuous efforts by NALGO—including several deputations to the Minister of National Insurance and vigorous lobbying of M.P.s from Headquarters and through the branches—Parliament has supported the Minister in refusing compensation for loss of office to officers of public assistance departments who may become redundant on the introduction of the national insurance scheme.

The final battle, in standing committee of the House of Commons on April 4, represented at least a moral victory for the Association, since practically every speaker other than the Ministry's spokesmen, representing both sides of the House, supported the assistance officers' claim. But the government majority carried the day.

Before the compensation clause came before the committee, the Association's case, prepared in consultation with the Association of Chief Officers of Social Welfare, the Local Government Clerks' Association, the National Association of Social Welfare Officers, and the Scottish Association of Social Welfare Officers, was submitted to every member of the committee in a letter from the general secretary. This pointed out that at the National Insurance Bill would result in a substantial reduction in the work of public assistance departments and consequential redundancy amongst their staffs and other local government officers connected with public assistance work. Employees, most of whom had many years of specialised experience, would probably become unemployed—including men and women returned or returning from war service.

The letter produced evidence to show that the bill would take up to 50 per cent of the work now done by public assistance departments away from them.

"Notwithstanding this," it added, "there is no provision in the Bill for the transfer to the Ministry of National Insurance of officers employed by public assistance authorities who will become redundant as a result of the provisions of the Bill, nor for any compensation for loss of office or reduction in salary or emoluments, though in the case of approved society staffs provision for compensation is included."

"The position is serious from the point of view of the staffs concerned. For over fifty years, the principle has been accepted that when changes are made in administrative functions which are for the public good, the individual who suffers loss shall be compensated. The principle was applied without question as recently as 1944, when the Education Act was passed, and similar provisions are contained in the Police Bill now before Parliament . . ."

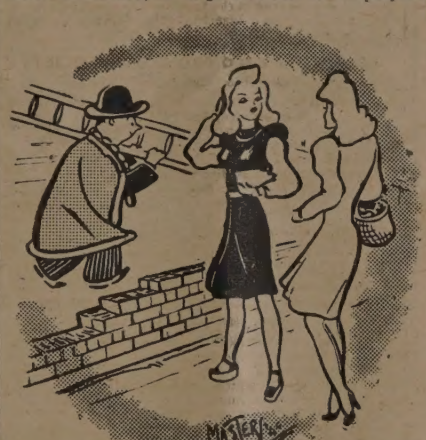
Replying to the Ministry's contention that compensation was not justified, since the Bill would not formally transfer the functions now exercised by local authorities, and that redundant staffs should be absorbed by local authorities, the letter stated:

"This attitude is not understood in view of

the many precedents, and in particular in view of the precedent of the Old Age and Widows Pensions Act, 1940, where the circumstances were precisely similar . . ."

"Local authorities . . . are liable to find great difficulty in absorbing redundant staffs, particularly as there may be a big reduction in the local authority staffs in the near future if the Government's intentions to nationalise electricity, gas, transport, and other services are carried out."

If the Bill were passed in its present form, the letter concluded, a large number of employees



"Yes, the Mayor's going all out to get the new houses built!"

in permanent superannuable posts would suffer serious hardship, while their specialised knowledge and experience would be lost. To obviate this, members of the committee were asked to support an amendment in the name of Mr. GEORGE THOMAS, which, if accepted, would have provided compensation for loss of employment or diminution of emoluments to persons affected indirectly, as well as directly by the Bill.

The compensation clause was reached in the standing committee on April 4. Mr. THOMAS (Lab., Cardiff Central), moving his amendment, said that there was no doubt that when the Bill became law, people engaged in the public assistance work of local authorities would suffer substantial loss of emoluments, and many might become unemployed. These men and women were highly trained and skilled, through long years of experience. Many had shown themselves worthy of being taken over by the new Ministry of National Insurance, and it would be unfortunate to throw away people of skilled

experience in favour of those concerned in administration in other spheres.

The Minister of Health had said in November that it was proposed to provide for the compensation of any officers of public assistance authorities who might suffer loss of office by reason of any transfer of functions from these authorities to the Government, and in February the Minister of National Insurance had declared that the provision to be made for officers who became displaced as a result of the transfer to the Government of the poor law functions would not be overlooked. The Minister might now say that provision would be made when the new National Assistance Bill was introduced. But by that time, hundreds of skilled and trained people would have lost their jobs and would not, therefore, be eligible for compensation under the National Assistance Bill.

It was no good saying that the National Insurance Fund would not stand compensation for relieving officers while it could stand it for approved society staffs.

Mr. OLIVER POOLE (Cons., Oswestry) thought that the work of men in public assistance was not fully appreciated. They had the personal touch. The problem was not one of giving them a lump sum, but of giving them the opportunity to continue the work they knew.

Mr. JAMES GRIFFITHS, Minister of National Insurance, said that the approach should be made from the standpoint not only of loss of jobs but of welding together the old and new schemes, to the advantage of all.

The Minister categorically denied that the main jobs of the new Ministry were being filled by recruits from the existing Civil Service. He did not accept the principle of compensation, except on the basis that the State paid compensation where it transferred functions by deliberate action. The Government could not accept the premise that the State should accept compensation if any legislation brought in by the State indirectly affected people. The appropriate time to consider the position of such people would be on the introduction of a Bill to deal with the break-up of the poor law. He was authorised to say that the Minister of Health would be agreeable at the appropriate moment to receive and consider representations from those affected by that Bill when the functions were transferred.

Mrs. LEAH MANNING (Lab., Epping) thought it might be some considerable time before the new Bill came before Parliament and relieving officers knew what their future was to be. The officers could not afford to wait, because their functions were gradually slipping from them.

Mr. TURNER SAMUELS (Lab., Gloucester) thought it immaterial whether the words "transfer of functions" were used or not. If the effect of the Bill was that 50 per cent of public assistance officers were thrown out of work, it should be said expressly that they would be absorbed or compensated.

Mr. G. S. LINDGREN, Parliamentary Secretary to the Ministry of National Insurance, held that it was pulling a long bow to suggest that local authorities were going to sack members of their staffs irrespective of the standard or the length of their service. (An hon. member: "They have started doing it.") He had yet to meet a local authority which was ruthless in discharging members of its staff. It might be said that the responsibility was on local authorities to absorb their own redundancies.

He was not saying that it was desirable that men, with their years of experience, should be lost to the National Insurance scheme, but the first responsibility was to members of approved societies whose jobs and functions were being taken over. The second responsibility was to those who had been engaged part-time as agents to approved societies, although not directly employed, and whose jobs would become redundant. Local authorities' staffs came third.

Notwithstanding the powerful arguments used in its support, the amendment was rejected, and there, for the moment, the matter rests. It is to be hoped, however, that the promised National Assistance Bill will be introduced at an early date. When it is, NALGO will take full advantage of Mr. Griffiths' suggestion and renew its efforts, this time through the Minister of Health, to secure provision for compensation.

(Continued from preceding page.)

shall, except as provided in Rule 54, be subject to the recommendation of the member's branch, and the approval of the Council, except in the cases mentioned in Rule 86, when the approval of the law and parliamentary committee of the council shall be necessary, instead of that of the branch. If a branch declines to support a member's claim, he may appeal to the Council.

Amendment by the Southern district committee.
Insert after the word "may" in line 6 of the office of motion, the words "subject to the approval of the district committee."

Amendment by the South Western district committee.

Insert the following after the word "branch" in line 14:

(a) an appropriate financial adjustment is made whereby the funds of the employer branch are credited with a proportion of the amount of rebate on the annual subscription of such member, and (b) negotiations etc.

Delete the words "or with the approval of" in line 16 of the motion.

Amendment by the Lancashire county branch.

That consideration of the proposals for the amendment of Rule 54 be deferred and that the National Executive Council be instructed further

to consider the scheme for the organisation of members of county branches whose duties are performed away from the central administration, and to submit a further report thereon to the next annual conference; and that, in the meantime, all county branches be requested to submit detailed reports on the steps taken by them to provide for such members.

Amendment by the Surrey county branch.

That this Conference is of opinion that the arrangements proposed by the National Executive Council and embodied in the substituted Rule 54 are administratively unsound, and accordingly directs that Rule 54 be deleted and the following new rule substituted therefor:

"54. Any number of local government officers in the service of a local authority or board or other authority mentioned in the definition of 'Local Government Officer' in Rule 2 may form a branch (hereinafter referred to as the 'employer branch') provided:—

- that only one employer branch may be formed by the officers of any particular local authority, board or other authority as aforesaid;
- that a local government officer may only be a member through his employer branch;
- that any member of an employer branch may be attached for social and sports purposes to the branch for the particular area in which he performs or mainly performs his duties."

80 Hospital Pay Chaos is Holding Up Recruitment of Nurses

By D. C. BARLOW, Master, Holgate Institution, Middlesbrough.

THE successful launching of the National Charter throws into relief the piecemeal policy being adopted in relation to the staffs of hospitals and institutions. Yet the nature of their work, with its peculiar conditions and difficulties, makes the adoption of a consolidated national policy increasingly urgent. In no other branch of local government service is it more essential to maintain a careful balance between every grade of staff, bearing in mind that they not only work together but often have to live together.

The present position, with the various grades being dealt with by the National Whitley Council, different joint industrial councils, the Rushcliffe Committee, the Hetherington Committee, and now the National Joint Council for the staff of hospitals and allied institutions, is leading to chaos.

There does not appear to have been any attempt at liaison between these various bodies—with the result that they have created foolish glaring anomalies which are causing discontent today and are making it more difficult to recruit staff of the right type for the future. Let me cite the case of the assistant nurse as an example.

Key Nurse's Work Unpleasant

The enormous increase in the numbers of chronic sick, and the steadily advancing age of the mass of the population, have made the assistant nurse a key woman in the nursing of these people. But student nurses do not like this uninteresting, dirty, and often abused work, and few nurses after training are willing to revert to it when there is a wide field of interesting acute work open to them. Yet someone must undertake these unpleasant duties and, rightly or wrongly, another grade of nurse, the enrolled assistant nurse, has been established to undertake it. To her will fall most of the chronic nursing in the future, and she will be needed in increasing numbers.

In view of the nature of the work—often amounting to sheer drudgery—and the limited scope for any girl taking it up, one would have expected the Rushcliffe Committee to have assessed it generously. At first glance, it would seem that the Committee had done so, with its recommended salary of £190, rising by £5 increments to £220, followed by £5 biennially to £260—although the increments look ridiculous when compared with the £12 increment given to an inexperienced girl of 16 by the National Charter, rising to £20 at 18 and again at 21.

But, having assessed the salary, the Committee, realising that most of these nurses live in the hospital, appears to have rated the deduction for emoluments as high as possible, to bring the cash value to a minimum. Residency, however, is a doubtful privilege, with greater advantages for the hospital or institution than for the staff. The only attraction of a resident post is the cash salary, and the bait of a pension based on an inflated emolument value 25 years hence can hardly be termed an inducement.

Emoluments Rated Differently

The Rushcliffe Committee has rated emoluments at £100 a year, the Northern Joint Industrial Council at £52 plus half the current war bonus (£29 5s.) and the National Joint Council for staff of hospitals and allied institutions suggests a deduction of 23s. a week (£59 16s.). The first two, being assessments, are not subject to income tax.

The net result of these divergent valuations is that a resident enrolled nurse, after two years training, will receive a net starting salary of £90 a year, compared with the Northern Joint Industrial Council's rating of £122 17s. for a resident cleaner and £115 1s. for a resident matron's maid. Deducting income tax at the current rate and superannuation, the award of the National Joint Council for hospital staffs will give domestic workers a net resident salary of £102 8s. in group I (kitchen maids, ward maids, cleaners, laundrywomen) £111 12s. in group II (senior housemaid, matron's maid) and £116 4s. in group III (ward orderly, needlewoman, assistant cook). Were the assistant nurse to be

treated on the same basis, she would have a net starting salary not of £90, but of £123 3s.

This position is indefensible. At present, the resident trained assistant nurse has to work



"Before we start—Have you got a house?"

for four years to catch up with a resident cleaner, five years to catch up with a matron's maid, and six years to equal a ward orderly!

While the Rushcliffe Committee gave careful

NALGO Wins War Pensions Victory in High Court

NALGO, supporting a member, won last month a war pensions appeal of importance to all members entitled to claim a disability pension. The judgment, given in the High Court, established that, where a man develops, while on war service, a disability which was not noted at the time of his enlistment, he is entitled to a pension unless the Minister can prove, by specific oral or documentary evidence, that the disability was not due to war service; and that for this purpose, a medical statement that the disability is constitutional is not sufficient proof.

The member concerned was medically examined on enlistment in the Army and was put in Grade I, with mental and nervous condition noted as normal. He served in Madagascar, India, Iraq,

Summer is Icemen In

... and with it long happy evenings, memorable holidays, good health, that feeling of being on top of life, and six months freedom from colds and flu. It is just long enough to join the sickness and hospital and nursing home schemes to qualify for benefit before the winter. Your local correspondent will give you full information or you can inquire direct of the Nalگو Provident Society, 24, Abingdon Street, London, S.W.1.

the Middle East, and North Africa, and took part in the Sicily landing. During this offensive an old knee trouble recurred, and he had a cartilage removed. While in hospital, he developed malaria and later suffered from hallucinations and delusions, which were diagnosed as schizophrenia, as a result of which he was discharged as unfit for further service. His application for a pension was refused by the Minister, but NALGO took up his case and appealed to the Pensions Appeal Tribunal.

Before the hearing a statement of case, containing the Minister's decision, was served on the member. This expressed the view that schizophrenia is determined by factors inherent in the personality and is uninfluenced by ordinary conditions of service "except in those cases in which some specific severe stress precedes the onset of acute symptoms"; that the knee operation was not a precipitating factor; and that the disability was "neither attributable to nor aggravated by any factors of his military service."

Before December 1943 a claimant was not

consideration to emoluments in its first report I doubt whether any hospital could show that it costs £100 a year to keep a nurse, or that a nurse receives £100 in value. Emphasis is laid on the fact that uniform is provided, and allowance is made for this in the value of emoluments. In other words, the nurse must pay throughout her service for the hire of her uniform, and will benefit financially only upon retirement. These conditions do not apply to any other local government department where uniform is provided. A policewoman, for example, gets not only her full uniform free but a boot allowance of 2s. a week in addition, whereas the nurse must provide her own shoes and stockings, of a kind which are useless for her duty.

For the non-resident nurse, the first report of the Rushcliffe Committee recommends a deduction of £25 for the value of meals when on duty and the provision and laundering of uniforms. The deduction for uniform is unjustifiable, and for meals it would be more logical to prescribe a scale of charges as recommended by the National Joint Council.

I recognise the difficulties faced by the Rushcliffe Committee in legislating for both voluntary and municipal hospitals but, at the same time, I contend that these anomalies must be removed. A national policy on the grading of emoluments values is essential and non-resident staff must be treated like all other local government officers, being paid their full gross salary and charged on an agreed scale for meals taken in the hospital.

I have illustrated the position of only one grade of nurses; but many of the points made above apply to the whole range of the nursing service as it has been dealt with by the Rushcliffe Committee. Until the nurse is offered a salary commensurate with her work and responsibilities, the shortage will remain serious.

entitled to a pension unless there was "good and sufficient evidence that his disability was in fact attributable to war service," but this position was changed by the Royal Warrant of that month which stated that:

There was no onus on a claimant to prove the fulfilment of the prescribed conditions:

The benefit of any reasonable doubt should be given to a claimant; and

Where an injury or disease which had led to a man's discharge or death during war service was not noted in a medical report made on him at the beginning of his war service, he was entitled to a pension, unless the evidence showed that the prescribed conditions had not been fulfilled.

Notwithstanding this, the tribunal dismissed the appeal, whereupon the member's solicitor applied for leave to appeal to the High Court on the ground that no evidence, either oral or documentary, had been given on behalf of the Ministry (Mr. Justice Tucker having ruled in the case of *re Moxon* in 1945 that the Minister's decision in the statement of case was not evidence). The chairman of the tribunal referred to an amended statement of case, which was in fact a reproduction of the Minister's decision certified by a doctor, which he said had been prepared in order to meet the Moxon decision, but the appellant's solicitor protested that this could not be evidence, since it had not been communicated to the appellant before the tribunal's decision was given.

Appeal to High Court

Nevertheless, the tribunal refused leave to appeal, whereupon NALGO made application to the nominated judge in the High Court who granted leave.

At the hearing of the appeal, before Mr. Justice Denning, counsel for the appellant argued that the amended statement, even if admitted as evidence, failed to discharge the onus put on the Ministry to prove beyond all reasonable doubt that the schizophrenia was not attributable to war service, since the medical opinion contained in the Minister's decision indicated that severe stress might be the cause of schizophrenia. Mr. Justice Denning accepted this argument, holding that the appellant's service, including the invasion of Sicily, and an operation in hospital followed by malaria, must be taken as indication of severe stress in the absence of evidence to the contrary. The appeal was therefore allowed, and the member is now entitled to a pension.



First Visitors' First Impressions

Knole Lodge, NALGO's newly-acquired National war memorial, has been open for more than a month now. Three of its first visitors give below their first impressions of it.

W. H. MATTHEWS, of St. Pancras, says: The convalescent home is ideally situated about one hundred yards from the entrance to Boscombe Gardens which leads down to the sea by Boscombe Pier, and convenient for the bus services which are frequent and about the cheapest in the country.

The ground floor contains the spacious and lofty dining-room, lounge and drawing-room, with a small recreation room leading off the lounge. All are well furnished and have exceptional window-space. The recreation room has a small billiards-table and several other games.

The bedrooms, on the first and second floors, are approached by a wide staircase. They are centrally heated, each having a gas-fire as well, and hot and cold water. All are well furnished and carpeted.

The gardens at the rear boast a good-sized lawn, on which much work has been undertaken during the past fortnight. Clock-golf and croquet are the favourite pastimes there.

The excellent and varied menu and the perfect cooking and service have added considerably to the benefit and pleasure of my visit.

In company with members from six other counties, I consider it almost impossible to visualise a more suitable site where the conditions and amenities are more favourable to the convalescence of members.

R. BARNARD, of Wantage, says: It is certainly run on efficient and up-to-date lines. The cuisine is excellent, the management and staff courteous and obliging, whilst the lounges, rest and games rooms are far in advance of the usual standard.

I have had a very happy and health-restoring stay here, and can honestly recommend it to anyone in need of a complete rest with quiet but good amusements.

NALGO is to be congratulated on providing such a splendid place.

H. MANSFIELD WREN, of Warwick county, says: Members are indeed fortunate in having a place with such amenities in which to convalesce. The food is plentiful, varied, and excellent in every way. The garden is pleasant and restful. When it becomes thoroughly well known, I doubt whether there will be many vacancies.

. . . A House In Bournemouth by the Sea

£40,000 Memorial Appeal Launched

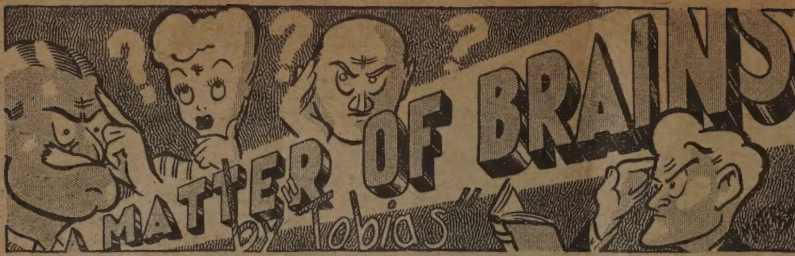
WHEN the War Memorial was purchased in January, the Benevolent and Orphan and undertook to foot the bill until such time as appeal could be launched and the money disbursed. The target figure for the appeal has been fixed at £40,000 by a special war memorial committee. This will cover the cost of the building and grounds, the furniture, any equipment necessary, and initial running expenses.

Branches are asked to raise a minimum of 10 shillings per member within the year, and have been invited to set up committees to organise such memorial appeals. They have received a list of money-raising ideas, most of which have been proved effective during the past year. Sufficient copies, to provide each member with one, of a letter signed by the President, will be supplied by Headquarters.

The home is open to members supplying medical evidence that they are recovering from illness or in such a state of health that a period of rest might ward off an illness. Wives, or husbands, of those admitted are also eligible.

The standard charge is four guineas a week for members and their wives or husbands. However, members of the Provident Society sickness fund are entitled to convalescent treatment up to four weeks will be admitted at the Society's expense, and members of the Benevolent fund will also be admitted, but wives or husbands will have to pay the standard charge. Applications for correspondence should be addressed to the general secretary at 24, Abingdon Street, Westminster, S.W.1, marked "Knole Lodge."





MY mind has recently been much exercised—during office hours, of course—by the question of why the Victorians, champion purveyors of genteel entertainment, never thought of brains trusts. To think that there is lost to us the record of Charles Darwin saying, "it depends what you mean by ancestors..."

It was George who first drew our attention to NALGO's concern with public relations.

"Public relations?" Duffy was puzzled. "Why, I thought NALGO only got us rises that the kind borough council would have given us anyway." (Having recently joined the Association, she finds it difficult to shake off previous notions.)

"The idea of public relations," George told her patiently, "is that if the public know more about us they'll pay us more."

"Oh!" She didn't sound convinced, but the rest of us shouted to George to get on with whatever he had called the meeting for.

"We must do something about public relations," he said. "Hold a public meeting in the town."

(George has become very enthusiastic about NALGO since he got married. His wife, taking a realistic view of his abilities, has decided he will never get anywhere in the office and therefore had better concentrate on NALGO, where competition is not so keen, judging by the people who get to the top—well, I'm only giving you her opinion.)

"Don't you think that sort of thing should be left to the Boss or Rufus?" asked Miss Gymbol, doubtfully. Rufus, as chairman of our branch, ought to have been at this meeting, but notice had inadvertently failed to reach him.

"These things," said George ponderously, "should come spontaneously from the ranks. Now, have you deadheads got any idea what sort of meeting we should run?"

"I once read a paper to a church debating society," Mr. Barrington said helpfully, "on the subject of 'The Horseless Carriage: a Menace to our Four-Footed Friends.'"

"Oh, let's have a brains trust," I cut in. "You just put a notice in the paper and then get the Brains and the questions and bung them at each other."

"That's a good idea," said George, looking so annoyed that I knew he'd meant to suggest it himself. "Now, who'll be the Brains?"

"The Boss—"
"Alderman Jove—"

Further suggestions varied from Bing Crosby to Sackbutt, our Boy in Battledress, who obviously would not be demobbed in time. Finally, I had a brilliant idea: "Why not old Probono Publico? It's the only way to keep him from coming along asking awkward questions."

Without coming down to the detail of appointing a Questionmaster (George could not very well propose himself and no one else had any ideas), the meeting broke up, knowing that all further arrangements would be taken care of in the time-honoured NALGO fashion of stalking up to one's colleague, asking in a loud voice, "George, do your figures tally with this?" and adding in an undertone, "have you asked the Boss yet?"

By this method we learned that the Boss had expressed his willingness to be a Brain but thought that the subject was not likely to be of much interest to the public. "Remind me to look up the Encyclopaedia Britannica to find out what local government is," he said to Miss Gymbol.

Alderman Jove hoped we realised the importance of well lubricating Brains before and after the performance, and Mr. Probono Publico said he'd be there, by Jingo, if only to make sure that tipping scoundrel, Jove, didn't get bottled up at the ratepayers' expense.

About this time Rufus somehow got wind of the proceedings and was huffed because we hadn't told him before. "Even if I were to be ignored in my capacity of branch chairman," he said

with dignity, "any approach to the Boss or Alderman Jove should have been made through me as Public Negations Officer," to which George replied smartly that this wasn't a hospital, and, even if Rufus considered himself a Sister, Alderman Jove was no Matron.

To soothe his ruffled feelings, Rufus appointed himself Questionmaster and settled down to edit such questions as had been handed in—mostly on pages torn from a penny (now 2s. 11½d.) notebook, and printed in block capitals by pens which might have been dipped in poison if they had not more obviously been dipped in the office ink-bottle. (Once there was fished from its depths a halfpenny bearing the date, 1896, but young Betty, whose duty it is to clean out the bottle, stoutly denied that the coin had lain undisturbed since then.)

"Why is the Boss?" asked the first question.

Having hurriedly decided that to answer this question would not be in the public interest, we dropped it into the waste-paper basket, along with others equally irrelevant, such as, "How many minutes are in an hour?" to which the answer was kindly supplied: "120, when it's Duffy's lunch hour."

Finding ourselves then without any questions at all, we proceeded, with the aid of many works of reference, to compile a list of inquiries on every subject from the number of council houses built by William the Conqueror to the amount which an alderman may expect to be in pocket after his term of office. Just in case any of the Brains should be stumped, George and I agreed privately to place ourselves at strategic positions among the audience, so that we could get up and nonchalantly toss off the answers. With this end in view, we asked Miss Gymbol to type three copies of the list of questions, the third being, of course, for the Questionmaster.

Our first intimation that all was not well with the Brains Trust came in the form of a letter from Alderman Jove. In strictest confidence, he informed us that his Scouts had brought him intelligence that the police, in their efforts to beat the crime wave, intended to stage a surprise raid on our meeting. We would readily understand that a man in his position could not afford to be mixed up in such an affair, and would we please accept his apologies. . . .

Mr. Probono Publico developed flu, and the Boss, with deepest regrets, informed us that his wife was giving a beetle drive that evening, and his presence was essential.

On investigation, it transpired that Miss Gymbol had, as requested, typed three copies of the questions, and with her usual efficiency had then despatched a copy to each Brain.

"That's torn it," groaned George, doing likewise with our scribbled notes of the questions. "Now we'll have to get Mr. Barrington to give his lecture."

But Mr. B. had another engagement, and Rufus declined to have anything to do with the matter, declaring that everything would have gone smoothly if he had been consulted in the first place. So there was nothing for it but for George and me to go along and cope with the angry multitude as best we could.

On the way to the hall, we practised conciliatory speeches: "Ladies and gentlemen, in place of the brilliant display of Brains which we had hoped to put before you, may we suggest a little community singing..." We even selected the song, "Don't Fence Me In," as being the most appropriate to a town which had recently applied for permission to extend its boundary.

"By the way, which newspaper did you put the notice in?" asked George.

"I didn't—you did." "No, I didn't."
"Then the meeting hasn't been advertised. There'll be no one there!"

Silently we gripped hands in congratulation. As I was saying, it's a wonder the Victorians never thought of Brains Trusts. They're so easy, they just run themselves.

AT RANDOM

By "Hyperion"

Query

We often wonder
Whether it is possible
For the 'Big Noise'
Ever to hear
The still small voice.
—Alan Blair.

Et tu?

D. C. HOSPITALS
TURNNIG AWAY
FLU PATIENTS
—Headline in the Washington Post

L. G. Post-bag

Dr. Sir

I bought a Packet of Soda for 9d. when I got home it only weighed 4½ lbs. is that the proper charge if not this man has been doing it a long time now. He is in the gutter down — Re outside a butchers he sells brushes brooms beads and Baking Tins etc. the Packets of Soda in a dark Brown Bag I don't see why he should get away with it, he is tall & Dark incline to sarcastic

JUST A COMPLAINT

If you are not the Clerk for — Please forward.

Don't Tell Sir Ben

"Mr. Weller," says he, a-squeezing my hand very hard, and whispering in my ear, "don't mention this here agin—but it's the seasoning does it. They're all made of them noble animals, says he, a'pointin' to a very nice little black kitten, "and I seasons 'em for beefsteak, veal, kidney, 'cordin' to the demand. And more than that," says he, "I can make a weal a beefsteak or a beefsteak a kidney, or any one on 'em mutton, at a minute's notice, just as the market changes and appetites wary!"
—Dickens, in "Pickwick Papers."

Odi et Amo

"I love my wife. The house seems a hell when she's abroad—and a sort of hellish heaven when she's at home."
—From "And So to Bed" (the play about Samuel Pepys).

Tried and Found Wanting

Perusing the want ads, I'm haunted
By the fact that seems never to fail:
The things that I want are all Wanted,
The things I would sell are For Sale!
—Richard Armour.

Isn't This Where We Came In?

The season's heartiest greetings to the salvage workers who collect the waste paper to make utility soles which promptly fall off children's shoes into the gutter.

A greeting also to the salvage workers who pick up the soles from the gutter to be repulped to make the cardboard boxes in which to export children's shoes to obtain the foreign currency to buy the leather to make shoes for our children.

—Maurice Lane-Norcott.

That's the Spirit!

This lively spirit of loyalty is amusingly but movingly illustrated in the letter from an African in Lagos (Nigeria) applying to be enrolled in the local defence corps—a letter showing a gift of realistic expression of the roots of courage such as many of us might envy:

"Eagerly wishing to be enrolled daily in the 'How to defend and offend' with arms, I offer to enrol as a cadet in training.

"I have read Form II. I am a short-hand (Pitmanite). Guns sneezing, bombs howling and shells cricketing stand me no menace, for I know my mortality, and for Providence God passim. Should my appeal receive immediate attention, let me come now to avoid rawness, brownness and untold inconveniences that must ensue from ignorance in the use and avoidance of arms."

—"Austin Ilione."

Another Impending Apology

APPLEBY COUNCIL
Town Clerk Retires: 8d. Decrease in Rates.
—Headline in "Cumberland News."

Two Planning Visions: Three Angles on Current Building Problems

LUTON is the largest non-county borough outside Greater London; its population has trebled within this century. It exemplifies all the problems of a progressive urban authority surrounded by a countryside in which, mainly for economic reasons, the public services cannot be provided on urban standards, and suffering the disadvantages of inclusion, for many municipal purposes, in the county area. *Report on Luton* (Gibbs, Bamforth, Luton, 21s. cloth; 12s. 6d. paper) is just what its title indicates—a series of useful facts on which a plan could be based. If the NALGO reconstruction committee wanted a perfect example to illustrate its case for the expeditious authority, here it is. The book was prepared by the medical officer of health, Dr. G. F. GRUNDY, and the statistical adviser to the corporation, R. M. TITMUS.

Exeter Phoenix by THOMAS SHARP is published by Exeter city council by the Architectural Press at 10s. 6d. Among so many handsome productions of this kind it is hard to choose the best, but this is certainly in the front rank for literary skill and beauty of printing and illustration. For Exeter, no industrial expansion is likely or desirable; the policy should be to maintain the present balance of functions as an "administrative... marketing, cultural... ecclesiastical... tourist and industrial centre."

The Reilly Plan

TWO years ago Sir Charles Reilly prepared a plan for the reconstruction of Birkenhead which aroused no little controversy; in *The Reilly Plan* (Nicholson & Watson, 6s.), LAWRENCE WOLFE offers a description and defence of the plan. Its special feature is its emphasis on communal as opposed to domestic aspects of home life: "the term 'housing' signifies not merely houses, however perfect, but homes, in the sense of the complete setting of the family's and the individual's non-vocational daily life," says Mr. Wolfe. A well-planned town, therefore, must provide plenty of opportunity for social relationship and communal feeding, minimising domestic drudgery by the provision of public services. "Don't forget that the housewife is not a domestic chattel," is an important part of the theme.

For Tomorrow's Citizens

GLADY welcome a reprint of *His Worship the Mayor* by W. E. TATE (Nelson 1s.) which I recommended in this column two years ago. It is a simple, interesting history of the growth of English local government—with some account of modern conditions—intended for school children, but worthy of the attention of their mothers and fathers, too.

Another old friend is *The A.B.C. of Local Government* by C. KENT WRIGHT (Evans Bros. and NALGO, 6s.) which covers the ground in a pleasant and humorous style.

A new attempt at popularising citizenship for children is *An A.B.C. for Brighter Citizens*, by JAMES URQUHART (John Cormack, Edinburgh. Price not stated.) It offers opportunities for class work—debates, playlets, and so on—and presents a useful collection of facts with engaging simplicity. It is primarily for Scottish readers.

Building Problems

CORDIALLY recommend to local government readers three more books in J. M. Dent's series under the general title "Building and Society" (3s. 6d. each). The first, *The Building Industry: its Work and Organisation*, is by LESLIE WALLIS, who is at once a practical builder and an ex-president of the National Federation of Building Trades Employers. As may be expected, Mr. Wallis is a sturdy opponent of direct building by local authorities and of many other things you and I may fancy; but he is an enthusiast for high standards and for getting houses quickly, and local government officers who are not themselves specialists will learn a lot from him about the builder's practical problems.

E. C. FAIRCHILD, editor of the series, contributes *Building Societies: their Reform and their Future*. Though written in an obscure, abstract, third-personal sort of style that is most baffling, it is useful to anyone who wants to understand the financial technique of private enterprise

housing between the wars, why it was so costly and failed to produce good quality houses, and what are the possibilities of better work by the same instrument today.

A broader treatment of housing finance is provided in the third book, *What Housing Costs*, by WALTER HILL. Mr. Hill agrees that we want more and better houses at prices we can afford, and is anxious that this time we shall not be disappointed, as we were after the last war, and implies that the building trade must be more efficiently organised, that labour must be more productive than in the past, and that monopoly and other devices which raise prices shall be firmly put down.

Parliament and the Law

ANY attempt to tell the story of the growth of the English legislature, executive, and judiciary in words which schoolboys can follow is to be commended. In *The English Heritage: Our Law and Central Government* (Nelson, 5s.), MAURICE THOMAS presents a mass of facts, but



does little to develop the powers of thought of his readers or warn them that many of the institutions he sees through rosy spectacles are not without their defects.

Social Statistics

IN *The Condition of the British People 1911-1945* (Gollancz, 6s.), MARK ABRAMS has written what he describes as a "summary of the developments in British social life over the past thirty years." It is lucid, witty, and readable, which is saying a lot for a book which is nearly all statistics. Main features of what Mr. Abrams describes as "the Edwardian Revolution," were: the development of the family unit of two or three children; the resulting slackening of the growth of the population and the rise in the average age; the shift of the population from former industrial areas to the south east and to the Midlands; the provision, between the wars, of four million new houses and the need today to replace an equal number of obsolete dwellings; the persistence, for the first time in British history, of mass unemployment; and the redistribution of income in favour of the poorer classes side by side with the continued existence, at any rate until 1939, of a section of the people (fifteen per cent of the whole) who lived below the poverty line.

Rural Government

COUNTY AFFAIRS, by ROGER ARMFELT (Pilot Press, 7s. 6d.) is a sort of novel about local government in a rural area, written by one who knows it. Mr. Armfelt is a well-known educational administrator, and his personality is apparent in the principal official in the story. It is a pleasant, observant, and often amusing little tale—the plot is negligible, the main interest being in the characters—though one fears that the author gives too roseate a hue to many little intrigues.

Planning Law

A NEW edition of Dr. Ivor Jennings' *The Law Relating to Town and Country Planning* has just been issued by Charles Knight at 45s. It has been brought up to date by J. R. HOWARD ROBERTS, solicitor to the L.C.C., but since Mr. Roberts omits to mention the date of the first edition or the additions and alterations which he has made, it is impossible to divide the honours between the new editor and the old author. It is

a standard text book giving the statutes in full with extensive notes and explanations. The impending legislation on land acquisition and compensation may make big changes in the law but this book will remain the classic treatise up to 1945.

Watch the Civil Service

ON the face of it there are many differences between local government and the civil service, and a book describing the grading, pay, recruitment, and promotion in the latter might not seem to concern local government readers. But there are several reasons why they should glance at L. C. WHITE'S *A Modern Guide to the Civil Service* (University of London Press, 1s. 9d.). First, they may want to send their sons or daughters into the civil service, and Mr. White gives a brief but informative account of the kind of employment it is. The author is general secretary of the Civil Service Clerical Association and writes from the point of view of the staff—actual and potential.

Secondly, now that our own rates of pay are more dependent on national criteria, there is an obvious connection between standards fixed for Whitehall and for the town hall. Whitley councils and arbitration boards do not live in a void, but keep an eye on what is done elsewhere, fashioning their own decisions partly, at any rate, on the general trend.

Law and Orders

DR. R. K. ALLEN, in *Law and Orders* (Stevens, 15s.), writing on the whole, with moderation, makes a case against delegated legislation and the widening of executive power which is both interesting and worthy of serious attention. Even though it is Utopian to expect Parliament to concern itself with the mass of detail necessary to modern legislation, it is healthy for writers like Dr. Allen to criticise actual and potential abuses of power by the authorities which put the law into practice.

Labour in London

A FULL-BLOODED partisan story of London government is contained in BRIAN BARKER'S *Labour in London* (Routledge, 7s. 6d.) telling what the Labour Party has done since it won control of the London County Council in 1934. It is, of course, one-sided and less than just, both to the Conservatives, in power from 1907 to 1934, and to the council's staff which carries on with administration regardless of the political colour of its employers. Nevertheless, when allowance is made for the inevitable bias, there remains a readable and lively history.

Old Acquaintance

NEW editions of two of JOHN J. CLARKE'S well-known works have come from Pitman's, both priced 25s. Since *Local Government of the United Kingdom* is in its thirteenth edition and *Social Administration* in its fourth, many readers must find these industrious compilations of value. In my view, however, they suffer from a lack of decision on the author's part to make them histories on the one hand or encyclopaedias on the other. As histories they suffer from masses of undigested and often obsolete detail causing main trends to be lost to sight. As statements of current law and practice, they are defective in many respects: in the latter, for example, you will find a lot about wages, but no indication of the significance of the wartime arbitration machinery, nor of the important residual provisions incorporated in the Wages Council Act; nor is the role of Whitleyism in the civil or the local government services appreciated. From the former you get no idea of present trends or problems: the legal powers are there but no account, for example, of the vast municipal hospital service nor of so seminal a document as the county of London plan.

Yanks in the Mass

TO write in a book of 192 pages an account of the American people, their history, institutions, and "ways of life" is a bold undertaking. It is not surprising that H. PLASKITT, in *The United States of America* (University Tutorial Press, 3s. 6d.) should often fall into commonplace judgments which—as in the chapters on literature, philosophy, and music—are almost comical. The merit of the book lies in the mass of detailed information which it contains, but it may be doubted whether Mr. Plaskitt makes his oddly-phrased case that, besides meeting the requirements "of those studying for the various high school certificate examinations... these pages are also written for the intelligent reader."

New Public Affairs Group : Theatre For A Keen Branch : E. Ham Goes To School

The Local Government Trinity

ONLY interest, effort, and attention can produce a mind well-informed about local government, and fit to cast a vote. All such factors essential to intelligent citizenship are, I gather, present at Chislehurst and Sidcup, where a public affairs committee has been set up, composed of representatives of all political parties, and other organisations in the area, including the NALGO branch. The committee began planning early this year, well in advance of the district council elections, for a group of three public meetings to give electors a straight-from-the-horse's-mouth account of their place in local government and how it was related to that of the councillor and the officer.

At the first meeting Councillor ARTHUR COLLINS, deputy mayor of Bromley and former city treasurer of Birmingham, set the councillor in his place in the picture; TOM KERSHAW, NALGO Metropolitan district officer, sketched in the local government officer—his work and duties—at the second meeting; and C. F. BULPITT, editor of the "Municipal Review" and chairman of Orpington finance committee, completed the picture on the third night by a careful portrait of the elector and how he fitted in.

Perchance to Wake Up

RAMSGATE Chamber of Commerce are so pleased with the part played by the senior officials of the Corporation in the rehabilitation of the town as a holiday resort following the war that they entertained them to a complimentary dinner at Truro Court Hotel.

"We are so unused to anything like this that we have to keep pinching ourselves to make sure we are really awake," said the Town Clerk (Mr. H. G. Curtis).—"Kent Messenger."

Stables Become Stalls

HOW a "home" for horses, vehicles and stores was turned into a cosy theatre, was told me recently by a member of Westminster branch. The building, used by the city council as a stable for 50 years, and more recently for training civil defenders, was handed over to the branch at the end of the war.

Immediately, a band of enthusiasts, led by H. E. J. GROVER, branch treasurer and chairman of the music and drama section, set to work, at night and weekends, using waste materials, to transform it into a small theatre, equipped with modern lighting effects, dressing-rooms, bar, and an auditorium seating 200.

The theatre had its formal opening, in the presence of the deputy mayor, members of the council, the chief officers, and other guests, when the "Portcullis Players"—all members of the branch—produced St. John Ervine's play, "Robert's Wife." The production was repeated on the next three nights to a packed house each time.

This fine achievement provides another example of the adaptability and resource of local government officers, in play as well as at work.

Footlight Notes

BUT London is not alone in dramatic enthusiasm. From Dewsbury, I hear of an excellent production of "Quiet Wedding," by the "NALGO Players," while Hastings put on a most ambitious and well-staged pantomime, "Goody Two Shoes," in aid of the Benevolent and Orphan Fund—for which it produced over £150.

It was good, too, to hear, of the revival of the popular Metropolitan district reunion and concert after a lapse of eight years. The programme included Robert Easton, Janet Howe, radio entertainers, and impressionists, and the customary presentation of sports trophies of which Bethnal Green carried away eight out of twelve.

Parents Watch Their Children Taught

AN invitation to the parents of East Ham to see that their children had, in the words of the Mayor, Councillor E. A. Wood, "... every advantage to when they take their places as the finest type of citizen in what we so earnestly hope will be a finer world..." introduced an ambitious education week organised by the education committee, officers, and teachers. To prepare the ground, a preliminary week of public meetings addressed by educational experts, and open days

at secondary and infants' schools, was capped by a week-end of sports and matches, a youth music festival and a civic service, and parade.

During the whole of the next week, an exhibition showing the opportunities open to pupils, stage by stage, from nursery school to university, was opened by the mayor and given a good send-off by ELLEN WILKINSON, Minister of Education. At the same time in schools, baths, halls, and playing fields, parents were being shown how their young people were taught science, languages, swimming, physical training, dancing and so on. Arts and crafts exhibitions and film shows were also held during the week, which ended on the Saturday with a brains trust featuring LIONEL HALE, B.B.C. quizmaster, as questionmaster.

This is public relations of the best kind. Cannot other areas follow suit?

Talks to Discuss

DISCUSSION group organisers will get much food for debate from the two series of Monday evening, Home Service, broadcast talks, the first of which has already begun. They are: Until May 27—"If You'd Lived Then," describing what sort of daily life, job, food and surroundings you would have had, had you lived in different periods of history; and June 3 to 24—"Getting the Most out of . . ." suggesting that everyday things like streets and newspapers would be more interesting if we knew more about their history, organisation, and so on.

For information, write to your nearest B.B.C. education officer, or to B.B.C., 55 Portland Place, London, W.1.

Afternoon listeners last month were sorry to hear of the conclusion of Ernest Long's educational broadcasts to the forces under the title of "Penny on the Rates." The recent series was a revised edition of the last that had proved so popular and answered such questions as, "How does the Council get its work done?" "How much do local councils spend, and where does the money come from?" and—a forces request question—"Why are local government affairs so dull?"

Nalگو Poet Turns Novelist

NOT many members have become authors of novels. I am therefore particularly glad to hear of Rozel (Hodder and Stoughton, 8s. 6d.), a historical novel by C. PHILIP BILLOT, Kingston-Thames branch, of which a colleague writes: The author is a senior member of the public library, shortly expecting demobilisation.

His story, set in Jersey in the late 18th century, is about two young men who fought for the safety of their island when it was being harried by pirates and by the French. It does not deal in subtle characterisation nor psychological depths, but uncomplicated and vivid adventure. The attractive cover was designed by the author.

Although this is Mr. Billot's first excursion into fiction, he is a poet of the modern school and has already had two volumes of poetry published.

Non NALGO Sed NOGOAL

Referee F. W. Lewis (Eton Rural and Berks and Bucks F.A. Council) shouted "No goal," but everybody thought he said "NALGO," and continued shaking hands until he had got his pea unstuck—from a report in the "Windsor Express," of the annual football match between the staffs of Slough B. and Eton R.D.

Well—Is THIS a Record?

Hull branch claims a longer record for its annual general meeting than Oldham, which was reported in January as having held its 46th. Hull held its 49th last November.

Still More Lieut.-Colonels

NEWS of three more NALGO lieutenant-colonels, two of them members of Hull branch, has reached me, bringing the total so far to nine. The latest additions to the list are:

Lieut.-Col. L. E. BAKER, M.B.E., who was only 29 when promoted last year, and is at present assistant Director of Ordnance Services on the staff of the British Military Mission to the Netherlands Government. He was mentioned in despatches in recognition of gallant and distinguished services in N.W. Europe.

Lieut.-Col. JAMES J. WISE of the education department, Hull, who enlisted as a private in

1940, was commissioned in 1941, and was promoted acting captain in 1942, major in 1943, and lieutenant-colonel earlier this year.

Lieut.-Col. W. ARNOLD WOOD was in the electricity department, Hull, and joined the R.A.O.C. in August 1940 as a private.

—And a Wing-Commander

Nor is the Army the only arm of the forces in which members have distinguished themselves and attained high rank. The recent announcements in this column have brought news of an instance in the R.A.F.—also, curiously enough, from Hull branch.

Wing-Commander RONALD BERRY, 27, of the city treasurer's department, joined the R.A.F.V.R. in 1937, was called up on the outbreak of war, and took part in the first enemy raid over Britain whilst serving with a Spitfire squadron. He became one of the top-scoring pilots in the R.A.F. serving throughout the Battle of Britain, in North Africa, at Dieppe, over Europe, and on a special mission to the U.S.A. A courageous and resourceful pilot, he figured prominently—as "Raspberry"—in that well-known book of the R.A.F., "The Last Enemy." He was commissioned in December 1939, was awarded the D.F.C. in 1940, a bar in 1943, the D.S.O. in 1944, and the O.B.E. (Military Division) in the New Year's Honours List. He has now accepted a permanent commission.

Too Young at Ninety-Two

MR. GEORGE M. THOMPSON told the 600 odd villagers of Keelby, whom he has represented on the Caistor rural district council since 1900, "I want to retire."

"Forty-five years as a councillor is long enough for anybody," he said. That was a few weeks ago. But the people of this Lincolnshire village would not have that. They said they would not choose a successor.

On Saturday Mr. Thompson, 92 years old, became a councillor again. No nomination had been sent in to fill his place.—"Daily Mail."

Congratulations to—

Miss EDNA BUSHY, acting librarian at Harrogate during the war, assistant secretary of the local Soroptimists, and formerly keen swimmer and diving and plunging champion, on her election to the branch presidency.

Miss F. E. POLE, executive committee member since 1935—and one time chairman—of Leicester branch, a member of the East Midlands provincial Whitley Council, and chairman of the branch and district women's sub-committees, on her election as branch president, an office not previously held by a woman at Leicester.

PERCY BROWN, secretary for the past 21 years, and J. W. MARSHALL, treasurer for eleven years, of the East Riding county branch, on their election as branch president and vice-president respectively.

JOSEPH TURNER, for 37 years surveyor and engineer to Matlock U.D., and at various times branch president and chairman, on his retirement after 47 years' service.

WILLIAM JOHNSON, ministry of supply honorary district adviser for Northumberland, directorate of salvage and recovery, Walsend branch chairman from its formation in 1925 until last year, and one time member of the district committee, on his retirement from the post of sanitary inspector and public cleansing officer, after 41 years' service.

House Exchange Service

FOR the benefit of members transferring from one authority to another and finding difficulty with their houses, I inaugurate, this month, a new service designed to put in touch with each other members whose housing needs can be met by exchange.

E. R. Shackleton, Leeds branch, wants a house in the Barnes-Richmond area in exchange for his present one at 17, Vesper Walk, Kirkstall, Leeds (Mod., semi, 3 bms.).

No request for a house can be published unless the member concerned is also able to offer accommodation in return.

Forthcoming Exhibitions

FOR the benefit of neighbouring branches, here is an amended list—which supersedes last month's—of forthcoming exhibition bookings:

May 4—Wrexham (small).
May 11—Barnet (small) and Barrow in Furness (large).
May 18—Godalming (small) and Merthyr Tydfil (small, for schools).
May 25—Tavistock (small).
June 2—Stretford (large).
June 17—West Hartlepool (small).
June 22—Scottish district (small) and York (large).
July 13—Malifax (large) and Harrogate (large).

Charter Pay Inequality—A Retrograde Step

85

Pay Demand

is a pity that the February-March journal giving details of the national charter with the enthusiasm should have worded so apply its apology for inequality in the lower scales. The paragraph headed "Sexuality partly-won," combining a vague hope of an illogical reasoning which dispels hope, not likely to reassure women members of NALGO.

first, to break the news gently, it is pointed that "equality has been won in the administrative scales where the claim for equal pay not be met by any excuse for unequal work." It is good, but the flaw is that, with unequal pay in the general and clerical divisions, a man's chance of promotion into the administrative grades is prejudiced. Naturally, all things being equal—and even if they are not—scales cheaper to promote a man than a woman 20 per cent less salary.

"But," it goes on regretfully, "in the general clerical divisions, in which the duties of men and women tend to fall into different, more or clearly defined groups, the case for equal encounters greater difficulties." "More less," is correct; I cannot speak for all niches and professions within local government, I know that this is untrue of my own profession, relationship, and guess that it is untrue of many other departments. But the most illogical and encouraging part of the reasoning is to come: "Tradition and the practice alike of the civil service and industry presented insuperable difficulties." Now "insuperable" means "not to be overcome," in itself a discouraging word. And even when has our vigorous Association been concerned for tradition, apart from its own fine traditions, of which equality was a firm cornerstone?

So, from weak to worse, we are told that the result, while arousing regret, will cause no surprise, particularly—"and here is illogic rampant—"when a Royal Commission is sitting the subject" (aptly put!) "and when any vision running counter to traditional practice could have been regarded as a prejudgment of findings." Now that, even apart from the appeal to tradition, is pure Looking-Glass. Such a decision for complete equality, running in all the progressive traditions of NALGO, could be a prejudgment of the Commission's findings, then is not this retrograde decision for equality also a prejudgment? Only complete equality would save us from such an accusation. How much better for NALGO to give a lead this official deliberation and show how much it (and is it?) the earnest desire of our powerful strong Association that the Commission's decision should be for complete equality.

It is reassuring to know that the staff side ready to take every opportunity of fighting this title. Much misguided energy has been devoted to the formation of those singularly futile gatherings—"women's district committees," which were meant to inspire women to take active and equal part in the work of NALGO. It is hoped that district committees will die the natural death which upon most of them, but if they live, let it not be that this problem of equal pay is thrown to them as a suitable worrying bone for them alone. It should be the concern of general branch committees, district committees, and perpetually, if it is righted, the concern of the N.E.C.

Public Library, M. L. JACKSON.
Orpington Librarian.

Our comment was made not as an apology for, as an explanation of, the decision of the National Council—a decision which the staff side opposed which it was compelled to accept as part of the price of the Charter as a whole. We are sure that equal pay will be the concern of NALGO until it is secured.

Future for the Schoolgirl

From my return to local government from the Forces I was presented with the February-March journal, which loudly acclaimed the new national charter (heralded as progress!) in which a man for no explained reason, is to receive 20 per cent less than a man. Why?

In spite of six years of war, in which woman well proved her worth in every sphere, and in having agreed that she has done so, she is paid by this unfairness.

It cannot be said that the average boy of 16 has more family commitments than a girl of the same age, yet his annual salary is £13 more than hers. A man with home obligations should have

an allowance, and no woman of the same capabilities penalised because of sex.

What encouragement is there to any woman to have a career in conditions that might have suited her grandmother? This is 1946!

It is becoming increasingly difficult to convince

READERS' FORUM

Letters for the June journal must reach the Editor, 24, Abingdon Street, London, S.W.1., by Friday, May 17.

any intelligent secondary school girl that local government holds a future for her, when a starvation salary of £1 a week is paid. Is this progress?

14, Alexandra Road, P. M. HICKMAN.
Sheerness.

Sack the Lot!

WHILE it is necessary to have women in health and education departments, I fail to see that their wholesale engagement for clerical work is necessary. True, the government and private firms employ them, but two wrongs do not make a right. To-day, there are plenty of unemployed

The Winning Cliché



"—that cheques be drawn on the Borough Treasurer"

THERE is evidently more unconscious humour in local government than we suspected when readers were invited earlier this year to submit administrative clichés for illustration.

A fine crop of Malapropisms, unrelated particles, and model ambiguities, as well as clichés, fell upon us by each post.

However, by dint of careful sorting, ten examples all well worthy of illustration were selected, and JACK CARVER, of Walsall branch, was asked to draw them.

The drawing given above struck us as the most amusing and we accordingly award the first prize of 10s. 6d. to MARGARET GIBBON, of Stretford branch, and a further 10s. 6d. to E. LEPPER, of Acton branch, whose suggestion was almost identical.

In future numbers the remaining illustrations will be reproduced, and in the cause of better English in English—and Scottish—local government, we are prepared to consider new examples submitted.

men clerks looking for work and local authorities should set an example by taking on as many as possible.

Some women temporaries are now dropping into permanent jobs, having "held on" since war ended in anticipation of doing so, and I have overheard such remarks as, "Mr. So-and-So will put a word in for me." This kind of thing is unfair and may prove a hindrance to the progress of returning men. I know of some middle-aged women still in local government service since the 1914-18 war—security at the expense of dole-drawers, in the slump years that followed! I am not a woman-hater, but married men are finding the clerical world being grabbed from them. I may be dubbed old-fashioned, but am wise through experience, and say: "Sack the lot and give men a chance!" PEN PUSHER.

SCOPE OF THE SCALES

Are Utility Boards Covered?

FROM conversation with fellow members, I learn that the national charter does not apply to members of NALGO employed by public utility boards. True, the blow was softened somewhat by the addition of the words "as yet," but I am nevertheless surprised to hear of a

national charter that does not cater for all members.

Not being, as yet, employed by a public utility board, I am, of course, not immediately affected, but I would be interested to learn the views of those who are.

As an employee of one of the last of the few to become affiliated to the National Whitley Council, I am quite pleased with the charter, more so since my branch has spent the last ten years or more agitating for affiliation; but I am an employee of a municipal electricity supply authority and I have a rather queasy feeling as to what my—and my colleagues'—position might have been had the present Government's promised nationalisation arrived before the charter.

Surely the salaries and service conditions under the utility boards are not better than our charter; since, had they been, NALGO would have urged their adoption for all. I cannot but think that those members employed by the "boards" are on the wrong side of the fence, as yet, and can only feel grateful that my Whitley scale should have arrived before the present Government's promised legislation regarding the electricity supply industry. Otherwise I, and many others, might now be "as yet," if not already "has been."

24, Summit Drive, S. E. BAMBRIDGE.
Woodford Green.

The charter covers all administrative, professional, technical and clerical staffs of local authorities, with the exception of clerks to local authorities, officers with a basic salary over £700 (in respect of salary scales), officers covered by another joint industrial council or similar body, and the technical staffs of public utility undertakings who come within the purview of "any national and district organisation relative thereto." It thus covers every public utility board which is a local authority, and whose staffs are not covered by another joint negotiating body. Under its present constitution, the National Joint Council could not cover the staffs of a nationalised electricity undertaking—but NALGO will be considering the establishment of Whitley machinery for such staffs.

FUNDAMENTAL BELIEFS

A Call for Unity

I FEEL very strongly, along with most thinking people, that one of the greatest needs of the world to-day is unity—unity amongst the nations, unity amongst employers and employees, and unity in our fundamental beliefs.

There are many people who believe this to-day, and many bodies such as the Student Christian Movement are working to achieve such unity. Why should we not form a Christian Union of local government employees? May I appeal through your pages for any who think with me to contact me on the subject and see what can be done?

56, Glenapp Street, ANNIE SCRIMGEOUR.
Glasgow, S.1.

HOMES FOR OFFICERS

Should Councils Provide Them?

I AGREE that local authorities should provide houses or flats for officers needing them. On discharge from the Forces in April, 1942, I obtained an appointment with the local council. My wife and I were compelled to take furnished rooms. Our baby was born in November, 1943, and we are still in two furnished rooms. The town clerk, says that nothing can be done, since we are not overcrowded, and we must await our turn on a list of over 1,000.

Romford.

R. J. BRUCE.

BIRTHDAY GIFTS FOR ORPHANS

Branch Plea to Widen Scheme

WHEN the B. and O. Fund committee asked for details of war orphans in the connection with the scheme for birthday gifts, this branch was in the happy position of being able to report that no member with children had at that time lost his life in the war. We had, however, war orphans whom we considered should be eligible to benefit under the scheme, but whom the terms of the circular issued by Headquarters would seem to exclude. These were children whose fathers—not members of NALGO—had been killed on service, and whose mothers had been members before marriage and were still members at the time of their husbands' deaths. This branch submitted to the B. and O. Fund committee the contention that the scheme should embrace such orphans, but without obtaining any satisfaction.

The committee's decision has caused considerable (Continued on next page)

(Continued from previous page)

able resentment in the branch, especially among women, who express the view that although they make the same contribution to the fund as men, their children are not receiving equal consideration. The branch executive decided, therefore, to invite other branches to communicate with us if they had similar cases, and felt that the whole matter should be re-opened to ensure the inclusion in the scheme of these orphans.

38-40, Wellington Square, CHAS. E. FINCH.
Hastings. Miss A. M. HOPLEY.

K. WATTS.

Hastings B. and O. Sub-Committee.

POINTS FROM LETTERS

Should Indispensables Move On?

HOW is it that some local government officers who were not "called-up" for active service (although liable for such service) by reason of being *indispensable* to their local authority, suddenly cease to be indispensable and available for appointment to another authority when more remunerative permanent vacancies are advertised? Committees making appointments should, in fairness to those who were "called-up," make a

note of any applicant who was not "called-up" because of his war-time indispensability to the authority which he is now prepared to forsake, "SQUARE DEAL."

Bonus for Pensioners

THE point that I particularly wished to stress in my letter last month was *not* that I was dissatisfied with the amount of pension granted, but that I thought the "cost of living" bonus allowed to all active officers with good salaries, should apply also to pensioners. I hope that this glaring anomaly may soon be adjusted.

D. WEIGHTMAN, Sanderstead.

UNRRA Staffs Overseas

THE Staff Association of the UNRRA European Office is organising the collection of newspapers, periodicals, paper-backed books and games to be sent out to UNRRA staffs working on the Continent many of whom are so isolated that they are unable to obtain news, reading matter, or other means of occupying their short periods of leisure. We should be most grateful for any contributions of this kind which your readers might be able to make. They should be sent to me at the address below.—ROLAND BERGER, Chairman, Field Staffs Sub-Committee, UNRRA European Regional Staff Association, 11, Portland Place, London, W.1.

276 Authorities Approve Charter!

ALTHOUGH the National Charter did not come into force until April 1, and local authorities have thus had little time to consider it, a total of 276 had approved its provisions by April 17. Here is the full list up-to-date. Further lists will be published from time to time:

COUNTY COUNCILS

Lancashire Monmouthshire

COUNTY BOROUGHES

Blackburn	Eastbourne	Oxford
Bolton	East Ham	Portsmouth
Bradford	Gt. Yarmouth	Southend-on-Sea
Brighton	Huddersfield	Southport
Burton-on-Trent	Hull	Stockport
Cardiff	Ipswich	Wallasey
Carlisle	Leicester	West Ham
Chester	Merthyr Tydfil	Wigan
Coventry	Middlesbrough	York
Croydon	Newport	
Dewsbury	Oldham	

METROPOLITAN BOROUGHES

Camberwell	Islington	Stoke Newington
Hackney	Lewisham	Wandsworth
Hampstead	Poplar	
Holborn	Stepney	

NON-COUNTY BOROUGHES

Abergavenny	Hemel Hempstead	Newbury
Andover		Newcastle-under-Lyme
Barnes	Henley-on-Thames	Newport (I.O.W.)
Barry	Hereford	Ossett
Bedford	Heston	Penzance
Beverley	Isleworth	Pontefract
Bodmin		Prestwich
Bridgwater	Honiton	Ripon
Bury St. Edmunds	Hyde	Romsey
Chipping Norton	Ilford	Saltash
Christchurch	Ilkeston	Scarborough
Dartford	King's Lynn	Southgate
Darlington	Kingston-on-Thames	Stalybridge
Darwen		Swinton and Pendlebury
Dukinfield	Lancaster	Tamworth
Dunstable	Leamington Spa	Tonnes
Durham	Leominster	Truro
Eastleigh	Leyton	Twickenham
Epsom and Ewell	Lichfield	Wednesbury
Erith	Luton	Whitehaven
Folkestone	Lytham St. Anne	Willesden
Godalming		Winchester
Goole	Maidenhead	Windsor
Hartlepool	Mitcham	Wrexham
Haslingden	Neath	

URBAN DISTRICTS

Aberdare	Baildon	Benfleet
Abertillery	Banstead	Bollington
Abram	Beaconsfield	Brierfield
Alderley Edge	Bedworth	Brixham
Alsager	Belper	Cannock

Chatteris
Chesham
Clacton
Clevedon
Dearne
Dedworth
Denby Dale
Denton
Dronfield
Ellesmere Port
Enfield
Esher
Eton
Failsforth
Featherstone
Feltham
Filey
Frome
Gellygaer
Glyncorrwg
Haverhill
Hinckley
Hindley
Hoddesdon
Horsforth

Houghton-le-Spring
Huyton-with-Roby
Keynsham
Kingsbridge
Knaresborough
Leatherhead
Litherland
Little Lever
Malby
Malvern
Maryport
Melksham
Mexborough
Milford Haven
Nantwich
Newton Abbot
Old Fletton
Oiley
Paignton
Prescot
Prestatyn
Rayleigh
Redditch

Rhondda Rhyll
Ruislip-Northwood
Selby
Sherborne
Skelmersdale
Sleaford
Southwick
Stanley (Yorks.)
Staveley
Stowmarket
Swadlincote
Swanage
Tavistock
Teignmouth
Tonbridge
Upholland
Urmston
Whitlesey
Willenhall
Worsborough
Yiewsley and West Drayton

RURAL DISTRICTS

Atherstone	Goole	Samford
Beverley	Hartismere	Sevenoaks
Blackwell	Helmsley	Sheppey
Blanford	Hemsworth	Stone
Braintree	Hepton	Stroud
Buckingham	Hitchin	Swale
Calne and Chippenham	Lexden and Winstree	Tamworth
Castle Donington	Llanelli	Tarvin
Chailly	Lothlingland	Tenterden
Chester	Ludlow	Tiverton
Chorley	Luton	Tonbridge
Clutton	Macclesfield	Totnes
Cranbrook	Narberth	Uckfield
Crickland and Wootton Bassett	Newport Pagnell	Ulverston
East Retford	Osgoldcross	Upton-on-Severn
Elham	Pocklington	Warwick
Garstang	Preston	Wellington (Som.)
	Repton	Wetherby
	St. Austell	Wharfedale

OTHER AUTHORITIES

Caernarvonshire Rivers Catchment B., Dearne Dist. Electricity B., Don Valley Assessment Ctte., East Cheshire Regional Planning Ctte., Essex Rivers Catchment B., Hemsworth and District Joint Hospital Ctte., Hemsworth Joint Water Ctte., Leeds Assessment Ctte., Leigh and Atherton Joint Sewerage B., Leigh and District Regional Planning Ctte., Mid-Derbyshire Assessment Ctte., Osgoldcross Assessment Ctte., Richmond Main Sewerage B., River Ouse (Yorks.) Catchment B., Romford Joint Hospital B., Spen Valley Assessment Ctte., Stalybridge, Hyde, Mossley and Dukinfield Transport and Electricity B., Waltham Joint Hospital B., West Cornwall Joint Planning Ctte., West Riding (Local Authorities) Joint Superannuation Ctte.

Salaries and Service Conditions

EASTERN

Hertford B. has decided to join the provincial council, bringing the district membership to 8 authorities and boards.

Felixstowe has formed a branch from April 1 with a hundred per cent membership of 25, which is expected to increase as members of the staff return from the forces.

Local joint committees have been formed, approved, at Letchworth Garden City, Brentwood and Bedford C.C., bringing the district total to

SOUTH EASTERN

Queenborough B., Walton and Weybridge U.D., Dorking and Horley and Hambledon R.D.s have joined the Southern Home Counties provincial council. Of the 102 authorities in the district only Lydd B. and Hollingbourn and West Ashford R.D.s are not yet members.

New branches have been formed at Margate and Ramsgate B.s, Broadstairs and Sittingbourne and Milton U.D.s and Cranbrook, Hailsham and Strood R.D.s, bringing the total within the

How Old Will You be at 65?

... or at 60, or when you mean to retire? Whenever you retire, it is hoped you will still be young enough to enjoy many happy years of leisure. NALGO life and endowment policies—increased and adjusted as salary permits—mean a contented future. They represent the difference between freedom to afford and carry out some long cherished plan and a humdrum retirement. What is even more important to the family man, such policies provide adequate protection for dependants in the event of untimely death. Ask your local correspondent for a life assurance prospectus, or write for advice, stating your needs, to NALGO Insurance Dept., 24, Abingdon Street, London, S.W.1.

district to 63. Branches are in process of formation at Burgess Hill U.D. and Chancetonbury R.D.

Folkestone B. and Herne Bay and Sittingbourne and Milton U.D.s, have formed local joint committees, making 23 in the district.

East Sussex C.C. has adopted revised allowances for regular car users.

The figures given are for cars under ten h.p. from ten to 12 h.p., and over 12 h.p. respectively. Fixed annual payment—£20, £23 and £26; First 3,500 miles a year—5d., 6d., and 7d. a mile; and

After 3,500 miles a year—1d., 2d., and 2½d. a mile.

Occasional users receive only the mileage allowances.

NORTH EASTERN

Branches have been formed at Lancaster, by the staffs of the Lancaster R.D. and the joint hospital board, and at Hexham U.D.

Civil Defence Worker's Right to Reinstatement

THE duty of a local authority to reinstate a former member of its civil defence staff was established by a recent case taken to NALGO before the Reinstatement Tribunal.

In April 1942 a member, who had been senior clerk in Bexley A.R.P. department since 1939, was called up, and in December 1942 secured his release. He submitted a formal application in writing for reinstatement, but the council replied that his employment had been of a terminating character and the council policy in regard to the ex-civil defence staff had not been defined.

NALGO made representations but the council refused to deal with the case. Accordingly application was made for it to be heard by the reinstatement tribunal. The council then made an offer of employment at £210 a year inclusive of war bonus, but this was refused, since the offer would have reached £270 plus bonus had he not served in the Forces.

In the meantime, the member accepted a position with a commercial firm. The tribunal later awarded him compensation from January 1 to the end of February at the rate of £270 a year plus cost-of-living bonus, and ordered the council to reinstate him on those terms in the town clerk department.

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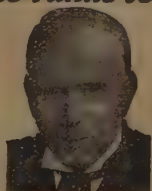
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SHELL HOUSE, JOHANNESBURG

LAST month we hailed the Charter as an opportunity of getting in step with England. Stout objection to this came from those who wanted to "Get ahead of England." In sport, that may be easy, as was demonstrated not long ago, but in bargaining on a national basis it is not so easy.

In England, long before national standards were won, almost all the provincial councils had their own standards for all clerical, administrative, technical and professional staffs. Compare this with Scotland, where the only existing standard scales are basic minima for junior clerical staffs. Close and active liaison with the National Council in England will, therefore, be the best guarantee of progress, for a time at least.

National Scales Progress

The employers' side of the Joint Industrial Council are still closely studying the proposed scheme for national standards and are planning to meet for the third time on May 3, when they hope to open negotiations. The staffs' side is pressing for an early determination and hope that the next meeting of the full Council, on May 31, will produce results.

J.I.C. Recommendations

Advertisements—the Council agreed to recommend that officers applying for appointments should be allowed, as in the civil service, to deduct from their age the number of years spent on national service, should such a deduction bring them within the limit laid down.

Trade Union Membership—it was agreed on principle that all local authorities in Scotland should be asked to encourage their staffs to join employees' organisations represented on the Council. Branches would do well to ensure that their local authorities take appropriate action and bring home to unenlightened non-members the value of membership of an association.

Holidays for Returning Warriors—authorities are recommended to grant to employees, in the year in which they return from war service, a proportion of the holiday to which they would be entitled in a normal year, equal to the proportion of the year which they will have served with the authority at the date normally regarded as determining the leave year. This is a minimum

standard and should not affect the practice of the more generous authorities, nor those cases where, by arrangement, an ex-serviceman returns from release leave to resume his work at a date earlier than he would otherwise have chosen.

Branches should be careful to refer every case of hardship caused by the rule to the district office for examination and report to the J.I.C. if necessary.

Scottish Summer School

There is still room at the district Summer School to be held at St. Andrews University from June 22 to 28. The syllabus should now be available at branches, and branch secretaries can accept enrolments.

Councillor-staff Relationships

At Ayr county a member's life was made miserable by a series of inquiries based on complaints alleged to have been reported direct to councillors by certain of her staff. As a result, the county council has now, on representations by the district office, decided firmly that all future complaints from employees in connection with their employment are to be properly reported through staff channels to the head of the department and finally, in the event of dissatisfaction, to the county clerk for submission to the council.

Superannuation—War Service

An appeal on behalf of a member, that voluntary service, during the war, as a civilian in the War Department, should be reckoned for the purposes of the Act of 1939, as war service, has been granted by the Secretary of State for Scotland.

Congratulations To—

R. C. MONTEATH, deputy county clerk, Dunbarton County, and member of Scottish district committee, on his appointment as county clerk of the Stewartry of Kirkcubright.

W. J. CURRAN on his retirement from the secretaryship of Fife county branch after 15 years.

A. A. WARNER, on his retirement from the secretaryship of the Perth burgh branch after 16 years.

JAMES PATERSON, town chamberlain, Alloa, one time president of the Clackmannanshire branch on his retirement after 50 years' service.

Kincaid, P/O. N., 20, R.N., welfare dept., South Shields.

CORRECTION.

We regret that in reporting last month the deaths of Eric Bevers and Arnold Habergham and the repatriation of Leslie Sharp, we described them as members of Leeds branch. All three, in fact, were at Morley.

NALGO Addresses

IN view of recent changes in district officers and their assistants, members may find it convenient to cut out the following list and keep it, for easy reference, in their NALGO diaries.

Headquarters (all departments)—The General Secretary, NALGO, 24, Abingdon Street, London, S.W.1. (Telegrams: NATASSOC, Parl. London; Telephone: WHITCHALL 9351).

"Local Government Service" editorial.—Editor, 24, Abingdon Street, London, S.W.1.
"Local Government Service" advertisements.—A. Darby's Advertising Agency, Cobham House, 24, Blackfriars Lane, London, E.C.4. (City 6686.)

Districts: Eastern—(D.O.) John Melvin, 12, Crane Court, High Street, Chelmsford. (Chelmsford 4347.)
East Midland—(D.O.) Stephen Duncan, B.A., temporarily at the West Midland office.

Metropolitan—(D.O.) T. M. Kershaw, (A.D.O.) G. H. Newman and (acting A.D.O.) Miss A. M. Prime, 27, Abingdon Street, London, S.W.1. (Whitehall 9351.)
North Eastern—(D.O.) W. J. Upton, Milburn House (A), Dean Street, Newcastle, 1. (Newcastle 24900.)

North Western and North Wales—(D.O.) W. Cecil Wood and (A.D.O.s) J. C. Hamilton and G. Hood, 2, Mount Street, Manchester, 2. (Blackfriars 7668.)

Scotland—(D.O.) H. G. Rae, B.L., and (A.D.O.) J. Turner, 67, West Nile Street, Glasgow, C.1. (Douglas 0404.)

South Eastern—(D.O.) Alan Procktor, Star House, Pudding Lane, Maidstone. (Maidstone 4428.)
Southern—(Acting D.O.) D. H. J. Newman, 140, Tilehurst Road, Reading. (Reading 2345.)

South Wales and Monmouthshire—(D.O.) A. H. Geary, 11, Park Place, Cardiff. (Cardiff 1646.)
South Western—(D.O.) F. Signey, B.Sc., 16, The Crescent, Taunton, Somerset. (Taunton 2779.)

West Midland—(D.O.) J. L. Robson, 43, New Street, Birmingham, 2. (Pending new telephone number, calls should be made to Birchfields 5123, from which they will be transferred.)

Yorkshire—(D.O.) N. M. Woodcock and (A.D.O.) S. Dawson, 12, East Parade, Leeds. (Leeds 24861.)

Judge's Ruling on Local Act Contributors

THE judgment of Mr. Justice Atkinson in the recent case of *Wickham v. Paddington Borough Council* is of interest to all local government officers who are contributing under a Local Act superannuation scheme.

Mr. Wickham was borough treasurer of Paddington from February, 1924, until he reached the age of 65 in September, 1945, paying a superannuation contribution of 3 per cent. under the Paddington Council's scheme. In 1939 he was appointed local fuel overseer, and the council contended that he should pay at the rate of 5 per cent. on his remuneration for that appointment, on the ground that the appointment was separate from his appointment as borough treasurer, and that, under the scheme, the rate for officers appointed after September 29, 1938, was 5 per cent. It relied on section 40 (3) of the Local Government Superannuation Act, 1937, which provides:—

"Where an employee holds under a local authority two or more separate employments of such a nature that he can cease to hold one without ceasing to hold the other or others, the provisions of this Act shall, unless the context otherwise requires, apply as respects him in relation to each of those separate employments as if the other or others were an employment or employments held by him under another authority."

Mr. Justice Atkinson held that that provision does not apply to a local Act contributor, and judgment was given in Mr. Wickham's favour.

New Legal Officer

W. C. ANDERSON, LL.B., was appointed at the last meeting of the National Executive Council as NALGO's new legal officer to fill the gap in the Association's legal establishment caused by the death of John Simonds in May last year. Mr. Anderson, who is 35, has had a distinguished career both in civil life and in the forces. He joined the Association, as assistant solicitor, in 1937, having graduated at the age of 19, been admitted at 22, and served as assistant solicitor, Bootle, and deputy town clerk, Heywood. He enlisted as an A.C.2 in the R.A.F.V.R. in 1941, was commissioned in 1942, and served in the administrative and special duties branch in North Africa until 1945, was promoted flight lieutenant in 1944, worked as staff officer Group HQ, until his release last July and was mentioned in dispatches in the 1946 New Year's Honours List.

Members may Invest £5,000

THE Nalگو Building Society announces two changes. In future, a member, or a member and his wife jointly, may invest up to a total of £5,000 in either shares or deposits or both. A new scale of survey fees will operate forthwith, reducing the charges on property of which the purchase price is £751 to £1250.

APPOINTMENTS VACANT COUNTY BOROUGH OF CROYDON

Establishment Officer.

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Terms and conditions of appointment, with forms of application, may be obtained on request; applications, accompanied by copies of three recent testimonials, must be received by me not later than Friday, 31st May, 1946.

Canvassing will disqualify.
Town Hall,
Croydon.

E. TABERNER,
Town Clerk.

R.I.B.A.

Negotiating Officer.

The Royal Institute of British Architects invite applications for the post of **NEGOTIATING OFFICER** to conduct investigations and negotiations relating to the R.I.B.A. Scale of Annual Salaries for Architects. Candidates should not be more than 45 years of age. Salary £750 rising to £1,000 a year less superannuation contribution. Forms of application may be obtained from the Secretary, R.I.B.A., 66, Portland Place, London, W.1. Applications must be submitted not later than 14th May, 1946.

THE ROLL OF HONOUR

KILLED OR DIED ON SERVICE

Brown, S/Ldr. R., R.A.F., treasurer's dept., South Shields.
Milkern, Sgt. H. C., R.A., education dept., Surrey C.C.

MISSING

Hallworth, Bdr. L., R.A., treasurer's dept., Blackpool. (Presumed killed.)

REPATRIATED PRISONERS.

Hall, Cnr. G., R.A., South Shields. McHugh, W/O. R., R.A.F., South Shields. Wilson, Cpl. J. R., Northumberland Hussars, South Shields. Woodcock, Sgt. J. R., R.A., South Shields.

Awards to Members

CROIX DE GUERRE (with Palm)
Barclay, C/O/M/S., G. A. S., motor tax dept., Inverness C.C.

D.S.C.

Lea, Lt. T., F.A.A., licence duties office, Nottingham C.C.

D.F.C.

Herbert, F/Lt. O. R., R.A.F., treasurer's dept., Slough.

C.B.E.

Hely, Brigadier A. F., R.A., health dept., Cheshire.

O.B.E.

Bradbury, S/Ldr. A. C., R.A.F.V.R., town clerk, Goole—for service with R.A.F. Bomber Command. (Previously twice mentioned in despatches).

M.B.E.

Rees, Sub/Conductor W. J., R.A.O.C., treasurer's dept., Glamorgan C.C.

B.E.M. (posthumous).

Green, S/Sgt. A. C., 28, R.A.S.C., rating dept., Banstead U.D.—for services at the War Office.

MENTIONED IN DISPATCHES.

Easthope, F/Lt. J. A., R.A.F., waterworks engineer's dept., Manchester—for services in North Africa during 1943.

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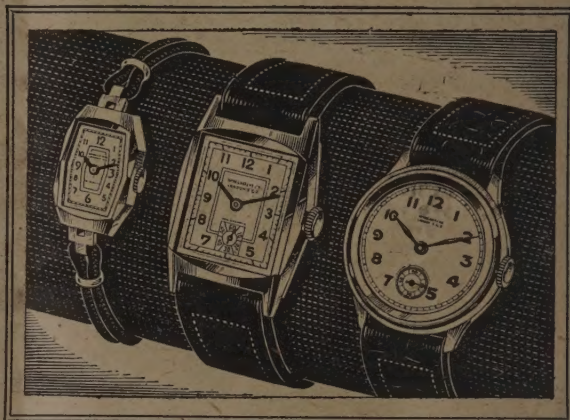
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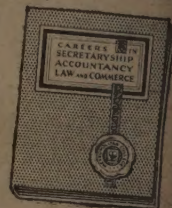
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